

# Teachers' and School Heads' Salaries and Allowances

*in Europe  
2018/19*

*Eurydice – Facts and Figures*







# Teachers' and School Heads' Salaries and Allowances in Europe 2018/19

**Eurydice – Facts and Figures**

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## CODES

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### Country codes

<b>EU</b>	European Union	<b>AT</b>	Austria
<b>BE</b>	Belgium	<b>PL</b>	Poland
<b>BE fr</b>	Belgium – French Community	<b>PT</b>	Portugal
<b>BE de</b>	Belgium – German-speaking Community	<b>RO</b>	Romania
<b>BE nl</b>	Belgium – Flemish Community	<b>SI</b>	Slovenia
<b>BG</b>	Bulgaria	<b>SK</b>	Slovakia
<b>CZ</b>	Czechia	<b>FI</b>	Finland
<b>DK</b>	Denmark	<b>SE</b>	Sweden
<b>DE</b>	Germany	<b>UK</b>	United Kingdom
<b>EE</b>	Estonia	<b>UK-ENG</b>	England
<b>IE</b>	Ireland	<b>UK-WLS</b>	Wales
<b>EL</b>	Greece	<b>UK-NIR</b>	Northern Ireland
<b>ES</b>	Spain	<b>UK-SCT</b>	Scotland
<b>FR</b>	France	<b>AL</b>	Albania
<b>HR</b>	Croatia	<b>BA</b>	Bosnia and Herzegovina
<b>IT</b>	Italy	<b>CH</b>	Switzerland
<b>CY</b>	Cyprus	<b>IS</b>	Iceland
<b>LV</b>	Latvia	<b>LI</b>	Liechtenstein
<b>LT</b>	Lithuania	<b>ME</b>	Montenegro
<b>LU</b>	Luxembourg	<b>MK</b>	North Macedonia
<b>HU</b>	Hungary	<b>NO</b>	Norway
<b>MT</b>	Malta	<b>RS</b>	Serbia
<b>NL</b>	Netherlands	<b>TR</b>	Turkey

### Statistical codes

: or **m** = Data not available

-, (-) or **a** = Not applicable



## MAIN FINDINGS

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- There are significant differences between European countries in the statutory salaries for teachers entering the profession. Gross statutory starting salaries can go from around 5 000 to more than 80 000 euro per year, depending on the country.
- In twelve countries, all beginning teachers have the same statutory salary regardless of the education level at which they teach. In the rest, there are salary differences between education levels, generally linked to differences in minimum qualification requirements.
- In around half of the education systems, teachers receive financial compensation for further formal qualifications. They may be placed on a higher salary scale, applied a higher coefficient, move up points on the pay scale, be recognised for additional years' service or receive an allowance.
- There are significant differences in the amount and the timing of salary increases related to length of service. Depending on the country, starting salaries can increase during a teacher's career by anything from 12 % to 116 %. The average number of years necessary to reach the top of the salary range go from 6 years in the United Kingdom (Scotland) to 42 years in Hungary. In Ireland, the Netherlands and Poland, teachers' statutory starting salaries can increase by more than 60 % in the first fifteen years in service, and even more in the following years.
- In 2018/19, teachers saw their statutory salaries increase in most education systems, but salary increases were generally modest or index-linked to inflation. In Greece, Luxembourg, Portugal, Albania, Bosnia and Herzegovina, Switzerland, Liechtenstein and Montenegro, there were hardly any changes compared to 2017/18.
- By contrast, Bulgaria, Czechia, Estonia, Latvia, Lithuania, Hungary, Romania and Slovakia continued implementing measures introduced in previous years to improve teachers' salaries. In fact, these countries show among the highest increase of starting salaries (inflation-adjusted) over the past four years in the EU. Since 2014/15, starting salaries adjusted for inflation have also increased significantly in Ireland, Malta and Sweden.
- The actual salary level is strongly correlated to GDP per capita of a country, i.e. the higher the GDP per capita, the higher the average annual salary. On average, pre-primary teachers usually earn less, and upper-secondary teachers generally earn more.
- School heads are often paid on a different salary scale than teachers, and their salaries tend to increase with the size of the school. In most education systems, there are significant salary differences among school heads, depending on the size or other characteristics of the school and other factors, such as the heads' experience and responsibilities.
- School heads' minimum statutory salary is lower than the salary of teachers with 15 years' experience in the French Community of Belgium, Czechia, Luxembourg, Albania and Turkey. This is also the case at some education levels or for heads of small schools in a few other countries.



## PART I: COMPARATIVE ANALYSIS

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### Introduction

Teachers' knowledge and skills, their commitment to the job, and the quality of school leadership, are all essential factors in achieving high quality educational outcomes. It is therefore important that those employed to teach and to lead schools be the best qualified, most talented and most able to meet the new demands placed on the profession <sup>(1)</sup>. Nowadays, teachers are expected not only to transmit knowledge but also act as learning facilitators, use information and communication technologies (ICT), work in teams, teach children from a variety of socio-economic and cultural backgrounds, engage with families, facilitate the integration of children with special education needs (SEN) and contribute to school leadership and management. School heads must provide leadership for staff, support their professional development, improve school performance, liaise with local stakeholders and manage financial resources.

The complexity and variety of competences required poses a challenge for all national education systems: how to attract the best qualified graduates into the teaching profession and then retain them. Remuneration is a key element in making teaching a more attractive profession. Along with other factors such as working conditions, career prospects, professional development opportunities and recognition, remuneration plays an important role in drawing people into the profession and in ensuring that serving teachers feel valued and sufficiently motivated to provide high quality teaching. Policies that affect the earnings and career prospects of those employed in the education sector should therefore be an integral part of comprehensive strategies to improve the attractiveness of the teaching profession, both for serving teachers and for potential candidates.

This report analyses the remuneration of full-time, fully qualified teachers and school heads in public schools in 42 European education systems <sup>(2)</sup>. In some of them, the same regulations may apply to government-dependent private schools. The analysis covers pre-primary, primary and general lower and upper secondary education (i.e. ISCED levels 02, 1, 24 and 34). Salary data refers to annual gross salaries (see Definitions in the annexe), which can be statutory (that is, as defined in regulations or other steering documents) or actual (that is, a weighted average of teachers' actual earnings). The reference year is generally 2018/19. However, some countries could only provide data on actual salaries for 2017/18.

This comparative overview is organized as follows:

**Section 1** examines the annual gross statutory salaries of beginning teachers in 2018/19 at pre-primary, primary and secondary level.

**Section 2** shows the relation between salary differences across education levels and minimum qualification requirements.

**Section 3** looks into how further qualifications are acknowledged in the different remuneration systems.

**Section 4** analyses salary increases related to time in service, their scope and timing.

**Section 5** describes changes in the statutory salaries over the last year.

**Section 6** examines the variation in the statutory starting salaries in the last four years, adjusted for the effect of inflation.

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<sup>(1)</sup> Council of the European Union, 2014. *Conclusions on effective teacher education*. Education, Youth, Culture and Sport Council meeting, Brussels, 20 May 2014. European Commission, 2013. *Supporting teacher competence development for better learning outcomes*, available at [http://ec.europa.eu/education/policy/school/doc/teachercomp\\_en.pdf](http://ec.europa.eu/education/policy/school/doc/teachercomp_en.pdf)

<sup>(2)</sup> This report covers all Eurydice members except Cyprus, which did not participate in this data collection. Data have been collected jointly by the Eurydice and the NESLI networks.

**Section 7** shows the average annual gross (actual) salary of teachers and examines how it relates to the gross domestic product (GDP) *per capita* in each country.

**Section 8** describes the main systems for remunerating school heads.

**Section 9** analyses how the size of the school may affect school heads' earnings.

**Section 10** compares the minimum statutory salary of school heads with the salary of teachers with 15 years' experience in order to identify where the heads' salaries may be less attractive.

**Section 11** looks into salary differences between school heads in each education system due to individual factors (such as the time in service) and/or certain characteristics of the school (such as its size).

## **1. Salaries for beginning teachers vary greatly across European countries**

There are significant differences between European countries in the statutory salaries for teachers entering the profession. Figure 1 shows the statutory starting salaries of full-time teachers with the minimum qualification to enter the teaching profession, except in education systems where the largest proportion of teachers hold a higher qualification and are paid on a higher salary range.

Gross statutory starting salaries can go from around 5 000 to more than 80 000 euro per year, depending on the country. The salary level is generally correlated to the standard of living, measured in terms of gross domestic product (GDP) *per capita*.

In six EU countries (Bulgaria, Latvia, Hungary, Poland, Romania and Slovakia), the statutory salary of beginning teachers is below EUR 9 000 per year. These six countries have the lowest GDP per capita in the EU (see the annexe). Similarly low salary levels can be found in Albania, Bosnia and Herzegovina, Montenegro, North Macedonia, Serbia and Turkey.

Teachers' statutory starting salaries are below EUR 20 000 per year in another six member states (Czechia, Estonia, Greece, Croatia, Lithuania and Slovenia), which have the next lowest GDP *per capita* in the EU.

France, Italy, Malta, Portugal and the United Kingdom (England, Wales and Northern Ireland) follow, with annual starting salaries in the range of 22 000 to 28 000 euro. The average of the 42 education systems lies also in that range (EUR 24 499 at pre-primary level, EUR 26 237 in primary education, EUR 27 419 in lower secondary education and EUR 28 420 at upper secondary level).

Higher than the average are teachers' starting salaries in Belgium, Ireland, Spain, the Netherlands, Austria, Finland, Sweden and the United Kingdom (Scotland). The highest salaries are in Denmark, Germany, Luxembourg, Switzerland, Iceland, Liechtenstein and Norway, all countries with a high GDP *per capita*.

While in some countries all teachers have the same statutory salary regardless of the education level at which they teach, in others there are differences between education levels.

In twelve countries (Bulgaria, Greece, France, Croatia, Latvia, Poland, Portugal, Romania, Slovenia, the United Kingdom, Montenegro and Turkey), the statutory salary of beginning teachers is the same across education levels <sup>(3)</sup>.

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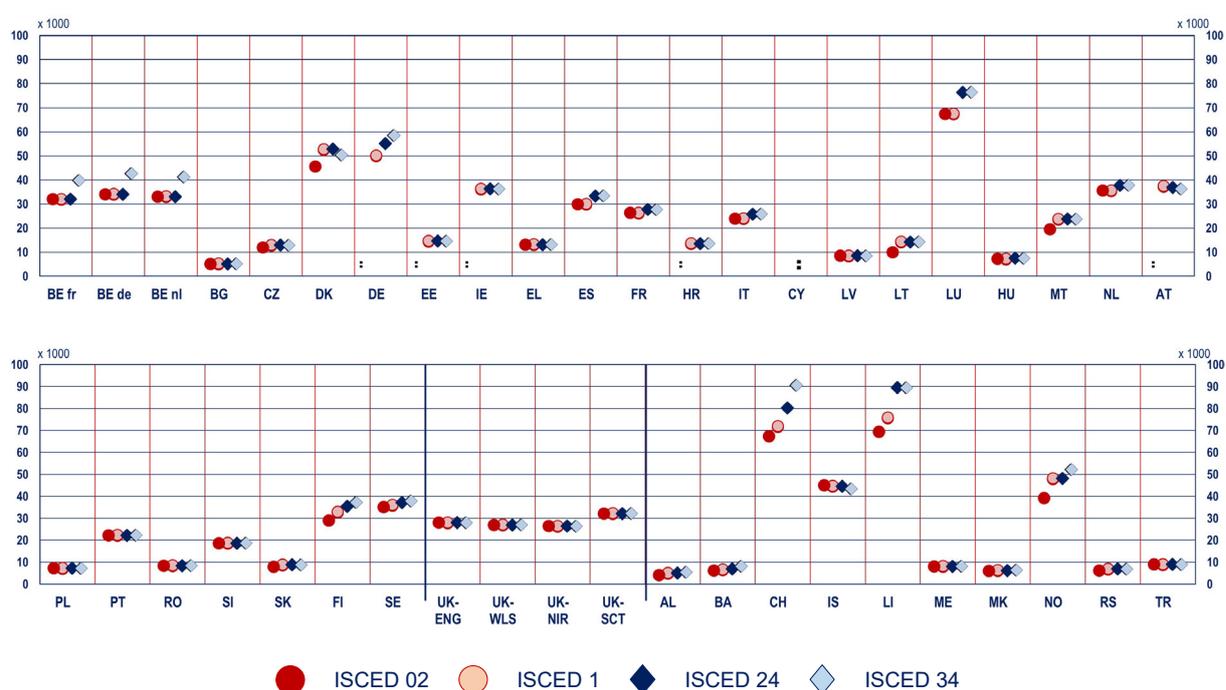
<sup>(3)</sup> In France, the statutory salary in secondary education is slightly higher than in pre-primary and primary education because the allowance for tutoring that all teachers receive is slightly higher, and the salary also includes a compensation for overtime.

In Czechia, Estonia, Ireland, Lithuania, Malta, Slovakia and Serbia, the starting salary is the same for primary and secondary teachers, but it tends to be lower at pre-primary level. Pre-primary teachers also earn less in Denmark.

In Belgium, the statutory starting salary is the same for pre-primary, primary and lower secondary teachers, while upper secondary teachers tend to earn more.

In Spain, Italy, Luxembourg, Hungary and the Netherlands, statutory starting salaries are higher for secondary teachers than for pre-primary and primary teachers. In Germany, Finland, Sweden, Albania, Bosnia and Herzegovina, Switzerland, Liechtenstein, North Macedonia and Norway, the starting salary increases with the education level.

**Figure 1: Annual gross statutory starting salaries (EUR) for full-time, fully qualified teachers in public schools, 2018/19**



**Annual gross statutory starting salaries (EUR) for full-time, fully qualified teachers in public schools, 2018/19**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY
ISCED 02	31 980	34 073	33 048	5 161	12 014	45 622	:	:	:	13 104	29 918	26 329	:	23 993	:
ISCED 1	31 980	34 073	33 048	5 161	12 902	52 594	50 029	14 600	36 318	13 104	29 918	26 329	13 547	23 993	:
ISCED 24	31 980	34 073	33 048	5 161	12 902	52 861	55 153	14 600	36 318	13 104	33 392	27 709	13 547	25 829	:
ISCED 34	39 787	42 692	41 232	5 161	12 902	50 345	58 542	14 600	36 318	13 104	33 392	27 709	13 547	25 829	:
	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	
ISCED 02	8 520	9 903	67 391	7 193	19 487	35 600	:	7 226	22 310	8 413	18 658	7 894	29 008	35 130	
ISCED 1	8 520	14 304	67 391	7 193	23 716	35 600	37 332	7 226	22 310	8 413	18 658	8 832	32 815	36 037	
ISCED 24	8 520	14 304	76 376	7 488	23 716	37 809	36 854	7 226	22 310	8 413	18 658	8 832	35 441	37 170	
ISCED 34	8 520	14 304	76 376	7 488	23 716	37 809	36 251	7 226	22 310	8 413	18 658	8 832	37 210	37 856	
	UK-ENG	UK-WLS	UK-NIR	UK-SCT	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR	
ISCED 02	28 022	27 023	26 429	32 195	4 214	6 120	67 422	44 994	69 503	8 132	6 038	39 204	6 217	8.979	
ISCED 1	28 022	27 023	26 429	32 195	4 969	6 528	71 917	44 657	75 812	8 132	6 209	48 188	6 972	8.979	
ISCED 24	28 022	27 023	26 429	32 195	5 164	6 936	80 367	44 657	89 537	8 132	6 209	48 188	6 972	8.979	
ISCED 34	28 022	27 023	26 429	32 195	5 457	8 160	90 525	43 340	89 537	8 132	6 482	52 248	6 972	8.979	

Source: Eurydice.

### **Explanatory note (Figure 1)**

Salary data in this figure refers to the statutory salaries of full-time beginning teachers with the minimum qualification to enter the teaching profession, except in countries where most teachers enter the profession with a higher qualification and therefore receive a higher salary. In those countries, the statutory starting salary referred to is for teachers with this higher qualification (see Country-specific notes below).

### **Country-specific notes**

**Belgium (BE fr):** The majority of teachers at ISCED 34 have a higher qualification than the minimum and therefore receive a higher statutory salary, which is reported here.

**Belgium (BE nl):** The majority of teachers at ISCED 34 have a higher qualification than the minimum and therefore receive a higher statutory salary, which is reported here.

**Czechia:** The salaries shown are weighted averages of two salary scales according to the proportion of teachers paid on each of them.

**Germany:** The salaries shown are weighted averages of the data available at regional (*Länder*) level.

**Estonia:** The data on statutory salaries refer to the minimum wage that all teachers receive. There is no starting salary based on the level of qualification and no progression based on years in service.

**Spain:** The salaries shown are weighted averages of salaries at regional level (*Comunidades Autónomas*).

**Croatia:** The majority of primary and lower secondary teachers have a higher qualification than the minimum (the same as at ISCED 34) and consequently receive a higher statutory salary, which is reported here.

**Lithuania:** Data refer to teachers with a pedagogical qualification and a teaching workload of 36 hours a week.

**Netherlands:** At secondary level, the salaries shown are the weighted averages of three salary scales according to the proportion of teachers paid on each one on 1 October 2018 and refer to both lower and upper secondary teachers combined.

**Austria:** The salaries shown represent the weighted averages of two pay scales (old and new schemes). ISCED 34 includes the salaries of teachers in vocational programmes. There are no federal level statistics for ISCED 02 provided in kindergartens. In public schools, the preschool stage is taught by primary teachers.

**Poland:** At ISCED 02, ISCED 1 and ISCED 24, the majority of teachers have a higher qualification than the minimum (the same as at ISCED 34) and receive a higher statutory salary, which is reported here.

**Finland:** The country is divided into two geographical areas with two different pay scales. The data refer to the higher pay scale. Salaries on the other pay scale are 1 % lower.

**Sweden:** There are no statutory salaries. Teachers' salaries are decided by collective agreement at local/school level. The reported salaries correspond to the median values of the actual salaries of teachers with one and two years of experience in 2018.

**United Kingdom (ENG):** The starting salary refers to a weighted average of the minimum salary points on the main pay range of the four geographical areas: the Inner London Area, the Outer London Area, the Fringe Area, and England and Wales (excluding the London Area).

**United Kingdom (WLS):** The starting salary refers to the minimum salary point on the main pay range for the geographical area England and Wales (excluding the London area).

**United Kingdom (NIR):** The starting salary is the minimum of the main pay scale. Figures include the backdated pay increase announced in April 2020 (2.25 % for 2017/18 and 2 % for 2018/19).

**Bosnia and Herzegovina:** The salaries shown are averages of the data available at regional (*Canton*) level.

**Switzerland:** Statutory salaries are determined at regional (*Canton*) level. The figures shown are weighted averages of the 26 regional legal requirements.

**Liechtenstein:** The majority of lower secondary teachers have a higher qualification than the minimum (the same as at ISCED 34) and consequently receive a higher statutory salary, which is reported here.

**Montenegro:** The majority of pre-primary teachers have a higher qualification than the minimum (the same as primary and secondary teachers) and consequently receive a higher statutory salary, which is reported here.

**Norway:** The majority of primary and secondary teachers have a higher qualification than the minimum (i.e. a 5-year bachelor's degree at primary and lower secondary level and a master's degree at upper secondary level), and consequently receive a higher statutory salary, which is reported here.

## **2. Salary differences across education levels are usually related to differences in minimum qualification requirements**

In countries where teachers receive a different salary depending on the education level at which they teach, those earning more normally need a higher qualification to enter the profession. Similarly, where the statutory starting salary is the same across education levels, so is the minimum qualification level required to teach. Figure 2 shows the minimum qualification requirements in the 42 education systems.

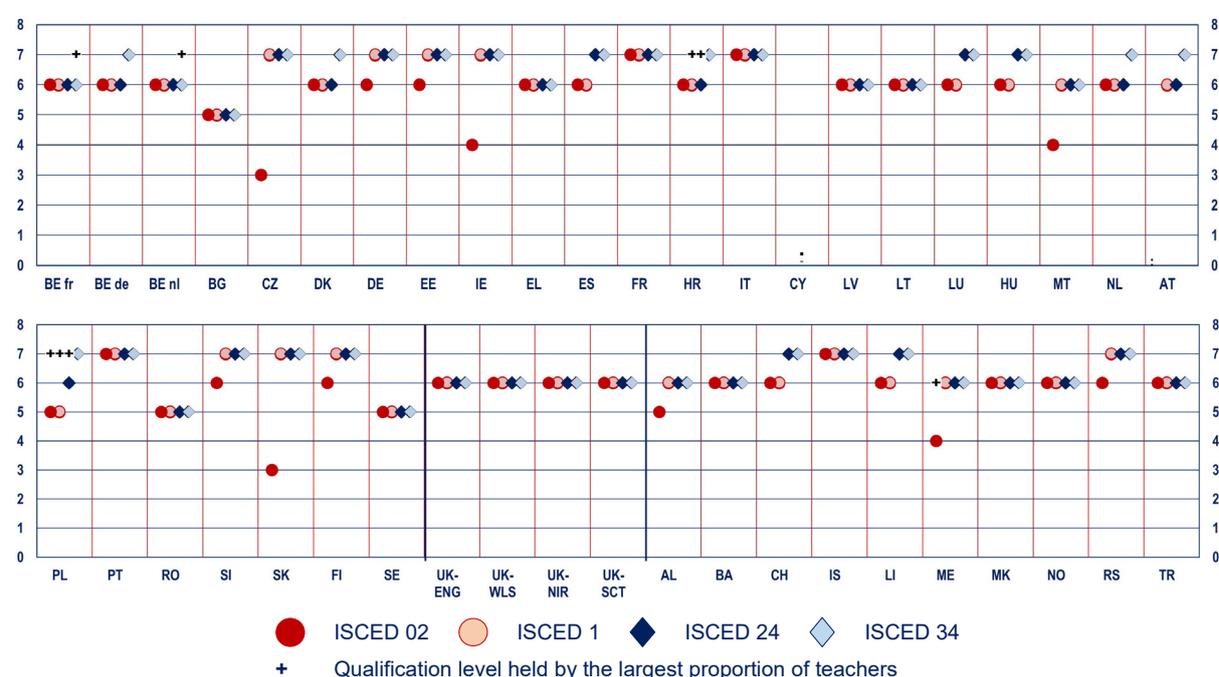
The qualification level is the same for all pre-primary, primary and secondary teachers in countries where their salary across education levels is also the same, or almost the same (see Section 1). The minimum qualification is a short-cycle tertiary university degree (ISCED 5) for all teachers in Bulgaria and Romania; a bachelor's degree or equivalent (ISCED 6) in Greece, Latvia, the United Kingdom and Turkey; and a master's degree or equivalent (ISCED 7) in France and Portugal.

In Poland, the vast majority of pre-primary, primary and lower secondary teachers hold a master's degree and are paid on the same salary scale as upper secondary teachers, for whom this is the minimum qualification. This is also the case for primary and lower secondary teachers in Croatia.

Similarly, the minimum qualification to become a pre-primary teacher in Montenegro is at ISCED level 4, but most pre-primary teachers have a bachelor's degree and earn the same salary as primary and secondary teachers.

The only exception in this first group of countries is Slovenia, where the starting salaries are the same across education levels but the minimum qualification to teach in pre-primary education is at ISCED level 6, while primary and secondary teachers need a master's degree.

**Figure 2: ISCED level of the minimum qualification to enter the teaching profession, 2018/19**



Source: Eurydice.

### **Country-specific notes**

**Estonia:** At pre-primary level, teachers only need to have a higher education degree and pedagogical competences.

**Latvia:** Teachers need to hold a bachelor's or a master's degree in pedagogy or in the subject area.

**United Kingdom (SCT):** Standard for Full Registration requires a bachelor's degree (ISCED 6) and a postgraduate teaching qualification (ISCED 7) or a bachelor's degree in education (ISCED 6).

In countries where upper secondary teachers receive higher salaries than other teachers, their minimum qualification requirements are also higher. In the German-speaking Community of Belgium, they need to have a master's degree, while the minimum qualification for pre-primary, primary and lower secondary teachers is at bachelor's level. In the French and Flemish Communities of Belgium, the majority of upper secondary teachers also have a master's degree and receive a higher salary, but the minimum qualification is a bachelor's degree, the same as for pre-primary, primary and lower secondary teachers.

In Austria, a master's degree was the minimum qualification only at upper secondary level until 2016/17. However, the recent reform provides for the same minimum qualification and statutory starting salary for both primary and secondary teachers, who are all now required to have a master's degree within the first five years in service.

In countries where pre-primary teachers receive lower salaries than other teachers, their minimum qualification requirements are also generally lower. While the minimum qualification for primary and secondary teachers is at ISCED level 6 in Malta and Albania, for pre-primary teachers it is at ISCED level 4 and 5 respectively. In Czechia, Ireland and Slovakia, primary and secondary teachers must hold a master's degree or equivalent, while pre-primary teachers are only required to hold qualifications at ISCED level 3 or 4 (depending on the country). In Estonia, Finland and Serbia also, a master's degree is required to teach at primary and secondary level, while the requirement for pre-primary teachers is a bachelor's degree. In Denmark, although the minimum qualification for both pre-primary and primary/lower secondary teachers is at ISCED level 6, the latter category must also hold a specialisation in three subjects. In all these countries, statutory starting salaries of pre-primary teachers are lower than at the other education levels. Pre-primary teachers also earn less in Lithuania, although they are required to hold the same qualifications as primary and secondary teachers (ISCED 6). However, the government has recently passed legislation to level up their salaries as from September 2020.

In Spain, Luxembourg and Hungary, pre-primary and primary teachers are required to have a bachelor's degree to enter the teaching profession, while lower and upper secondary teachers need a master's degree and receive a higher salary <sup>(4)</sup>. In the Netherlands, where the minimum qualification is at bachelor's level for pre-primary, primary and lower secondary teachers and at master's level for upper secondary teachers, secondary teachers generally earn more (and the salary difference is greater for those holding a master's degree).

In Norway, the minimum qualification to enter the teaching profession is a 4-year bachelor's degree (ISCED 6), but most primary and lower secondary teachers hold a 5-year bachelor's degree (ISCED 6), and most upper secondary teachers have a master's degree (ISCED 7). Each of these qualification levels is associated with a different pay scale.

In Italy, all teachers must have a master's degree to enter the profession, but statutory starting salaries are higher for secondary teachers. In Iceland and North Macedonia also, there are small salary differences between education levels, although the minimum qualification is the same for all teachers (ISCED 7 in Iceland and ISCED 6 in North Macedonia).

### **3. Teachers receive financial compensation for further formal qualifications in around half of the education systems**

As illustrated in the previous section, education systems may recognise more than one qualification level to enter the teaching profession and may provide for commensurate statutory starting salaries. In Poland, most pre-primary, primary and lower secondary teachers enter the profession with a master's degree and are paid on a higher pay scale than teachers with a bachelor's degree, which is the minimum qualification required to teach. This is also the case in primary and lower secondary education in Croatia, and at upper secondary level in the French and Flemish Communities of Belgium.

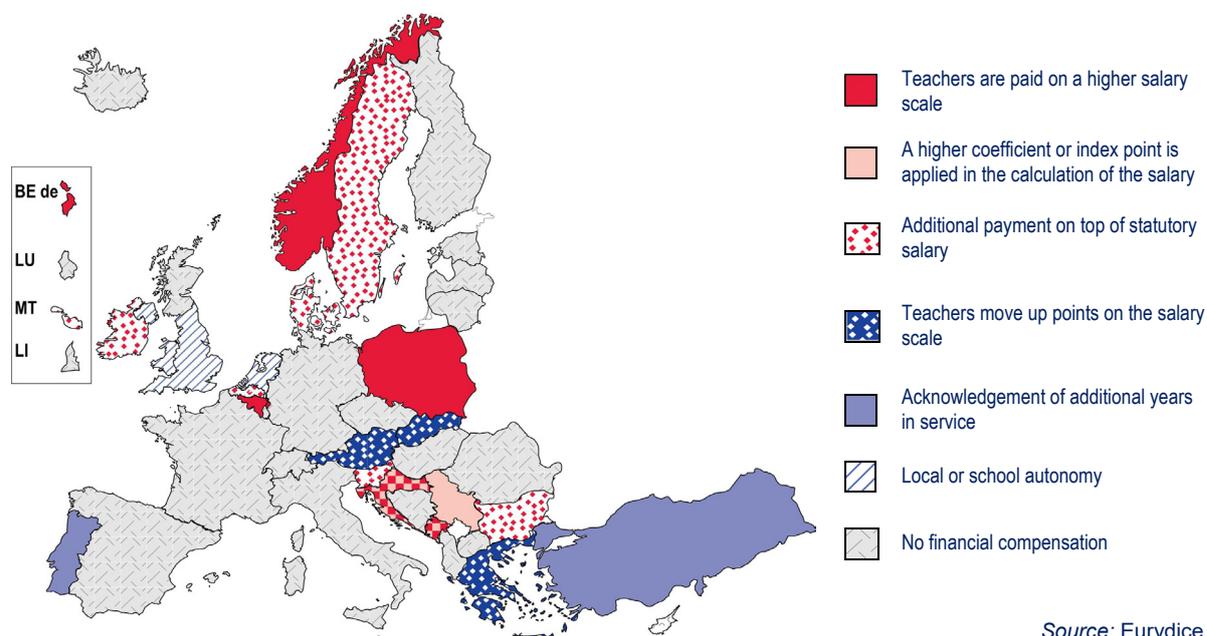
In the French Community of Belgium, although most pre-primary, primary and lower secondary teachers hold a bachelor's degree, those holding a master's degree in education receive the same statutory salaries as upper secondary teachers. This is also the case in the German-speaking Community, but there the master's does not need to be in education.

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<sup>(4)</sup> In Hungary, it is possible to teach at lower secondary level with a bachelor's degree but since 2010 teachers' education is at master's level.

In Norway, teachers at any education level holding a qualification higher than the minimum are paid on a higher salary scale. In Montenegro, pre-primary teachers with a bachelor's degree are paid on a higher salary scale than those with the minimum qualification level.

**Figure 3: Financial compensation for further qualifications, 2018/19**



### Country-specific notes

**Denmark:** The additional payment for further qualifications applies only at upper secondary level.

**Ireland:** Information in the figure refers to teachers that entered the profession prior to 2011, who receive allowances for holding certain qualifications.

In a second group of countries that includes Croatia, Luxembourg, Montenegro and Serbia, a higher coefficient or index point is applied in the calculation of the salaries of teachers holding a qualification higher than the minimum.

In **Croatia**, the basic statutory salary is increased by 8 % for an additional qualification at master's level and by 15 % at doctorate level.

In **Luxembourg**, teachers with a doctorate are paid 20 more index points.

In **Montenegro**, the salary coefficient is increased by 0.50 for a master's degree and 0.90 for a PhD.

In **Serbia**, teachers receive an additional 2 % of their base salary for one-year specialisation, 3 % for a two-year specialisation, 4 % for a *magistratura* (pre-Bologna diploma) and 6 % for a PhD.

A third way to recognise further formal qualifications is to grant teachers an allowance or additional payment on top of their statutory salary. This is the case in the Flemish Community of Belgium, Bulgaria, Malta, Slovenia and Sweden. In Denmark, the school governing authority may decide to grant such an allowance to upper secondary teachers. In Ireland, teachers who entered the system prior to 2011 also receive an allowance for holding certain qualifications.

In the **Flemish Community of Belgium**, the additional payment for holding specific diplomas and certificates can go from €46 to €137 per month.

In **Malta**, the qualification allowances amount for €380 for a diploma, €500 for a bachelor's degree, €800 for a master's degree and €1 100 for a doctorate.

In **Slovenia**, teachers receive an additional monthly payment of €23.27 for an academic specialisation, €36.21 for a (pre-Bologna) Master of Science degree and €59.47 for a doctorate

In **Sweden**, the monthly salary can be increased by SEK 10 000 for a lecturer (senior subject teacher).

In Greece, Austria and Slovakia, holding an additional formal qualification enables teachers to move up points on the salary scale, while, in Portugal and Turkey, teachers are recognised for additional years in service (which is the main criterion for salary progression).

In the Netherlands, the school's governing body may consider additional qualifications among the criteria to place teachers on a higher pay scale. In the United Kingdom (England, Wales and Northern Ireland) also, the school's governing body or local authority has discretion to take into account a range of factors, including the level of qualifications, skills and experience required, when determining the salary for a post.

In the other 19 education systems, teachers do not receive financial compensation for further formal qualifications.

#### **4. There are significant differences between countries in the amount and the timing of salary increases related to time in service**

While starting salaries are important in attracting new teachers, they are not the only factor to consider. If salaries rise quickly, then a low starting salary may not necessarily be a disincentive to becoming a teacher. Furthermore, keeping teachers in post is also an issue, and therefore significant career-long pay rises may contribute to teacher retention. Conversely, small increases requiring a significant length of service can have a detrimental effect on attracting and retaining teachers. This section shows how the salaries of lower secondary teachers increase over time and the number of years' service required.

##### Significant salary increase during the first 15 years in service

In a first group of countries, salaries increase significantly over the first 15 years in service and there might be even further rises afterwards.

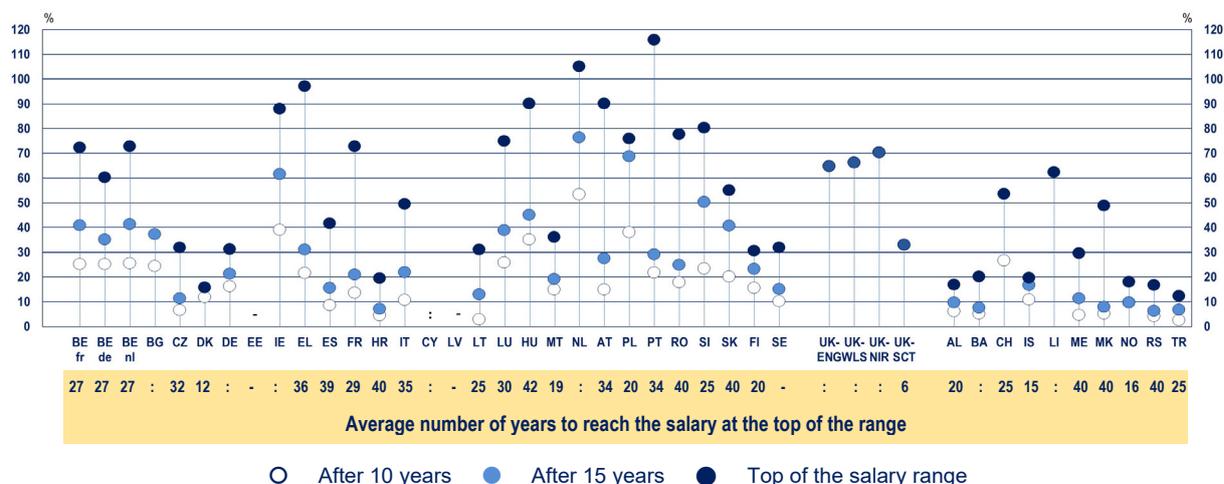
In the Netherlands, starting salaries increase by 76 % in the first 15 years and by up to 105 % in the years following. In Ireland, teachers' statutory salary is 62 % higher after 15 years and 88 % higher at the top of the pay scale. In Poland, starting salaries can increase by 69 % within the first 15 years and by up to 76 % in the next five.

In Slovenia, the salary after 15 years' service can be half as much again as the starting salary, and teachers that reach the highest career level (i.e. Councillor) receive the top statutory salary after 25 years on average. Thereafter, they continue to receive the long-service bonus, and at the end of a teacher's career the salary may have increased by 80 %.

In Belgium and Luxembourg, there is also a significant increase in the first 15 years and further rises in the following years, but it usually takes a longer time in service to reach the top salary (27 and 30 years respectively).

In the United Kingdom (England and Wales), the maximum of the upper pay range, which most teachers reach after 15 years in service, is around 65 % higher than the minimum of the main pay range. In Northern Ireland, after 10 years on average, teachers reach the maximum of the upper pay scale, which is 70 % higher than the minimum of the main pay scale.

**Figure 4: Percentage difference between the statutory starting salaries of lower secondary teachers and their salaries after 10 and 15 years' service, and at the top of the pay range, 2018/19**



**Percentage difference between statutory starting salaries of lower secondary teachers and their salaries after 10 and 15 years' service, and at the top of the pay range, 2018/19**

%	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
After 10 years' experience	25.0	25.1	25.4	24.3	6.5	11.8	16.1	-	39.0	21.5	8.4	13.5	4.5	10.7	-	-	2.8	25.8	35.0	14.9	53.3	14.9
After 15 years' experience	40.8	35.1	41.2	37.2	11.2	15.6	21.2	-	61.5	30.9	15.5	20.9	7.0	21.9	-	-	12.9	38.8	45.0	19.0	76.3	27.4
At the top of the range	72.3	60.2	72.8	-	31.9	15.6	31.2	-	87.8	97.0	41.6	72.7	19.4	49.4	-	-	30.9	74.9	90.0	36.0	105.0	90.1
	PL	PT	RO	SI	SK	FI	SE		UK- ENG	UK- WLS	UK- NIR	UK- SCT	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
After 10 years' experience	38.1	21.7	17.8	23.3	20.1	15.4	10.1		-	-	70.3	33.0	6.0	5.0	26.6	10.7	-	4.5	5.1	9.6	4.1	2,4
After 15 years' experience	68.6	29.1	24.8	50.2	40.6	23.2	14.9		64.8	66.1	70.3	33.0	9.6	7.5	-	16.6	-	11.3	7.8	9.6	6.2	6,6
At the top of the range	75.8	115.8	77.6	80.2	54.9	30.6	31.9		64.8	66.1	70.3	33.0	16.8	20.0	53.5	19.6	62.3	29.5	48.8	17.9	16.6	12,3

Source: Eurydice.

### Explanatory note

Salary data in this figure refers to the statutory salaries of full-time beginning teachers with the minimum qualification to teach in lower secondary education. Data on salaries for each country can be found in Part II of this report (National Data Sheets). The exchange rates used to convert salaries into euro (where reported in a different national currency) are available in an annexe at the end of the report.

### Country-specific notes

**Bulgaria:** Regulations only set the minimum salary for the three stages of a teacher's career, i.e. teacher, senior teacher and chief teacher. The salary after 10 years here corresponds to the salary of senior teachers, and the salary after 15 years corresponds to the salary of chief teachers, but teachers are not automatically promoted to these positions after this length of service.

**Czechia:** The salaries shown are weighted averages based on the proportion of teachers on the two salary scales.

**Germany:** The salaries shown are weighted averages of the data available at regional (*Länder*) level.

**Estonia:** Official regulations set only a minimum wage applicable to all teachers.

**Ireland:** The salaries shown refer to the new statutory salary scales for teachers appointed from the start of 2011. The majority of long-serving teachers are still paid according to the pre-2011 salary scale and receive higher salaries.

**Spain:** The salaries shown are weighted averages of the salaries at regional level (*Comunidades Autónomas*).

**Croatia:** The salary data refer to lower secondary teachers with a master's degree, which is the most prevalent qualification at this education level.

**Lithuania:** The data corresponds to a teaching workload of 36 hours a week for teachers with a pedagogical qualification.

**Latvia:** Official regulations only define the minimum salary. School heads decide on teachers' salaries depending on their workload and performance and on the school budget.

**Hungary:** Salary data in the figure correspond to Teacher I and Master categories but most teachers are eventually promoted and receive the top salary for Teacher II.

**Netherlands:** Teachers' salaries, placement and progression are determined at school level. The salaries shown are weighted averages of the three salary scales according to the proportion of teachers paid on each one on 1 October 2018.

**Austria:** The starting salaries represent the weighted means of the old salary scale and the new scale introduced in 2015. The salaries after 10 and 15 years and at the top of the range refer to the old scheme.

**Poland:** The salary data refers to lower secondary teachers with a master's degree, which is the most prevalent qualification at this education level.

**Sweden:** There are no statutory salaries. Teachers' salaries are decided by collective agreement at local/school level. The starting salaries shown correspond to the median values of actual salaries for teachers with one or two years' experience in 2018. Top salaries refer to actual salaries above the 90th percentile.

**United Kingdom (ENG):** The starting salary refers to a weighted average of the minimum salary points on the main pay range of the four geographical areas: the Inner London Area, the Outer London Area, the Fringe Area, and England and Wales (excluding the London Area). The top salary refers to a weighted average of the maximum points of the upper pay range of the four geographical areas.

**United Kingdom (WLS):** The starting salary is the minimum of the main pay range and the top salary is the maximum of the upper pay range for the geographical area England and Wales (excluding the London Area).

**United Kingdom (NIR):** The starting salary is the minimum of the main pay scale and the top salary is the maximum of the upper pay scale.

**United Kingdom (SCT):** As of April 2019, it takes 5 years to reach the top salary (€45 805), which is 26 % higher than the starting salary (€36 495).

**Bosnia and Herzegovina:** The salaries shown are averages of the data available at regional (*Canton*) level.

**Liechtenstein:** The salary data refer to lower secondary teachers at *Gymnasium* and *Berufsmaturitätsschule*. Only 12 % of the salary progression is linked to years in service; the rest depends on budgetary decisions and performance.

**Norway:** The salary data refer to lower secondary teachers with a five-year bachelor's degree, which is the most prevalent qualification at this education level.

**Switzerland:** Statutory salaries are determined at regional (*Canton*) level.

### Significant salary increase over a long time span

In a second group of countries, the total percentage increase is high, but the increase is less relevant at the beginning of a teacher's career and a significant length of service is usually necessary to reach the top of the pay range. Therefore, teachers may only receive the top salary for a short time, and not all teachers will reach that point.

In Portugal, the top salary is more than twice the starting salary, but teachers need on average 34 years' service to reach it. The statutory starting salary can increase by 97 % in Greece after 36 years, by 90 % in Hungary and Austria after 42 and 34 years respectively, and by 78 % in Romania after 40 years. In France, starting salaries increase by 73 % with 29 years' service.

### Modest salary increase over a long time span

In a third group of countries, teachers need a significant length of service to achieve modest salary increases.

Starting salaries can increase by around 50 % after 35 years' service in Italy, and after 40 years' service in Slovakia and North Macedonia. A similar length of service is necessary in Spain and Montenegro for a 42 % and 30 % increase respectively. In Czechia, Germany and Sweden, starting salaries can increase by up to 32 % over time.

In Croatia, the total percentage increase is below 20 % but teachers can be promoted to higher career levels with higher salaries after 5 (teacher mentor), 10 (teacher advisor) and 15 years (excellent teacher advisor).

### Modest salary increase over a short time span

In other education systems, the total increase is also modest, but the length of service required is shorter.

In the United Kingdom (Scotland), before April 2019, it only took six years to reach the top salary, which was 33 % higher than the statutory salary of beginning teachers. Since then, starting salaries can increase by up to 26 % within five years. In Switzerland, starting salaries grow on average by 27 % in the first 10 years and by 54 % after 25 years.

Starting salaries can increase by up to 16 % after 12 years' service in Denmark, by 20 % after 15 years in Iceland and by 18 % after 16 years in Norway. The total increase is greater in Malta (36 %) and Finland (31 %) but it takes longer to reach the top (19 and 20 years respectively). In Albania and Turkey, teachers need on average 20 and 25 years to reach the top salary, which is 17 % and 12 % higher than the statutory salary of beginning teachers.

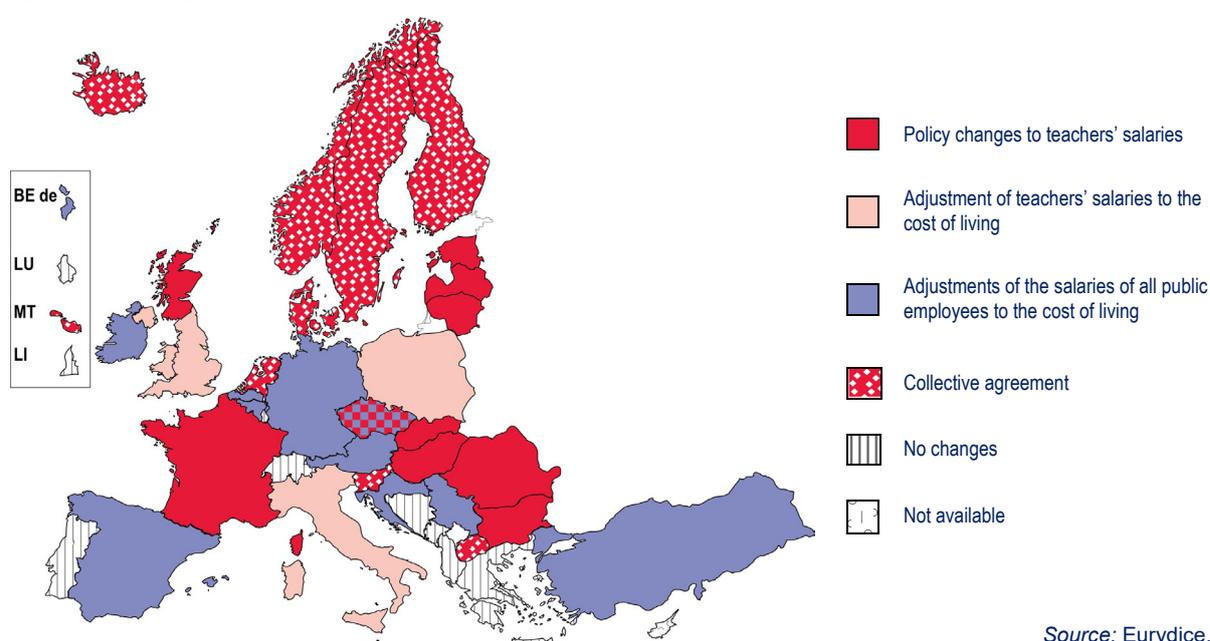
## 5. Statutory salaries continue to rise in some EU member states with low salary levels

This section analyses the changes in teachers' statutory salaries between 2017/18 and 2018/19. These changes may be the result of either a policy reform, a collective agreement or an adjustment of salaries to the cost of living.

Teachers' statutory salaries in 2018/19 remained generally the same in eight countries (Greece, Luxembourg, Portugal, Albania, Bosnia and Herzegovina, Switzerland, Liechtenstein and Montenegro). In all of these countries, this had been the case in the previous school year also.

Salaries of public employees, including teachers, were adjusted to the cost of living in nine countries (Belgium, Czechia, Germany, Ireland, Spain, Croatia, Austria, Serbia and Turkey). In Italy, Poland and the United Kingdom (England, Wales and Northern Ireland), such increases were specific to teachers.

**Figure 5: Changes in teachers' statutory salaries in public schools between 2017/18 and 2018/19**



Source: Eurydice.

### Explanatory note

This figure shows the nature of the changes in the statutory salaries of pre-primary, primary and secondary teachers between 2017/18 and 2018/19. The analysis covers the salaries of beginning teachers, of teachers with 10 and 15 years' experience and of those at the top of the pay range.

### Country-specific notes

**Ireland:** The salary increases in 2018/19 arise in the context of the ongoing phased restoration of salaries to public servants, including those for teachers, to the salary levels that were in place prior to the economic downturn in 2008. The revised salary rates have been introduced as a result of the Public Service Stability Agreement 2013 – 2020 (Haddington Road Agreement/Lansdowne Road Agreement) and the Public Service Pay and Pensions Act 2017, which includes provision for the restoration of salaries.

**Greece:** The statutory salaries of beginning teachers remained the same. Salaries of teachers with 10 years' experience and at the top of the range increased slightly compared to the previous year because the salary freeze in place was partially lifted. However, salaries of teachers with 15 years' experience decreased slightly.

**United Kingdom (NIR):** In April 2020, the Government announced a backdated pay increase of 2.25 % for 2017/18 and 2 % for 2018/19.

**Serbia:** The 2019 budget established a salary increase of 7 % to 12 % for all public employees, and 9 % for education staff of primary and secondary schools and higher education institutions.

In France, the index point common to all public employees remained the same but the *indice majoré* (i.e. the base amount multiplied by the index point) for teachers increased. However, the salary increase was below 1 %. In the United Kingdom (Scotland), statutory salaries increased by 3 % as of April 2018 (as part of a 3-year deal to increase salaries by a total of 13 %).

Eight EU member states with low salary levels (Bulgaria, Czechia, Estonia, Latvia, Lithuania, Hungary, Romania and Slovakia) continued with the implementation of specific measures to improve teachers' statutory salaries, maintaining the rising trend of previous years.

The Government of **Bulgaria** envisaged doubling teacher remuneration from January 2017 to 2020. In 2018/19, there was a 20 % increase.

In **Czechia**, statutory salaries of teachers increased by 10 %, and allowances and other additional payments by another 5 %.

In **Estonia**, the 9 % increase is the result of the benchmark set in the (2013) Estonian Lifelong Learning Strategy 2020 to raise teachers' salaries to the level of the average salary of highly educated employees.

In **Latvia**, the minimum monthly salary increased by around 4.5 % (from €680 to €710).

In **Lithuania**, the base salary and the coefficients increased. The salary increase was over 30 %, but the tax rate also increased from 22 % to 37 %.

In **Hungary**, the starting salaries of pre-primary and primary teachers increased by 7 % to adjust them to the minimum wage.

In **Romania**, following a 2017 reform, salaries increased by a quarter of the difference between the basic salaries envisaged for 2022 and the basic salary in December 2019. The increase was between 8 % and 24 %, depending on years in service.

In **Slovakia**, salaries increased from 7 % to 9 %, as stipulated in the 2009 teacher salary reform.

In another nine education systems, there were pay rises for teachers as the result of collective bargaining. The increase was between 2 % and 6 % in Sweden (depending on the education level and number of years in service), between 4 % and 5 % in Malta, between 3 % and 6 % in Iceland (more than 7 % for pre-primary teachers), and 5 % in North Macedonia. In the Netherlands, Finland, Slovenia and Norway, the increase was around 2 %.

## **6. Bulgaria, Czechia, Estonia, Latvia, Lithuania and Romania show the highest increase of starting salaries (inflation-adjusted) over the past four years in the EU**

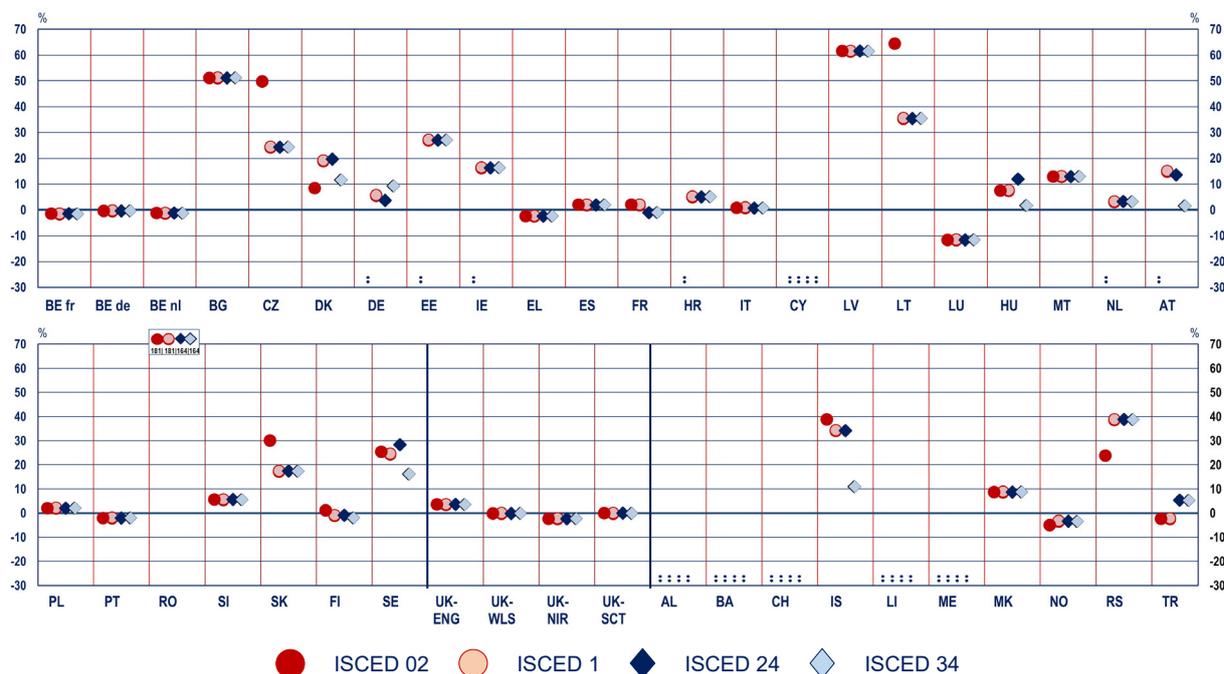
Figure 6 shows the changes in the annual statutory starting salaries over the last four years, adjusted for the effects of price inflation. In 2018/19, these salaries were similar or lower than in 2014/15 in quite a number of education systems.

In the EU, the highest increase between 2014/15 and 2018/19 can be found in Bulgaria (51 %), Czechia (50 % for pre-primary teachers and 24 % for others), Estonia (27 %), Latvia (62 %), Lithuania (64 % for pre-primary teachers and 36 % for others), and Romania (181 % for pre-primary and primary teachers and 164 % for secondary teachers). In the last-named country, however, teachers have assumed the full payment of their contribution to the health system, social security and pension scheme. Iceland and Serbia show similarly high increases.

Since 2014/15, starting salaries adjusted for inflation have also increased significantly (generally over 10 %) in Denmark, Ireland, Malta, Austria, Slovakia and Sweden. The increase was more modest in Germany, Croatia, Hungary, Poland, Slovenia and North Macedonia.

In Spain, France, Italy, the Netherlands and the United Kingdom (England, Wales and Scotland), teachers' purchasing power has remained more or less the same over the past four years, while beginning teachers lost purchasing power in Belgium, Greece, Luxembourg, Portugal, Finland, the United Kingdom (Northern Ireland), Norway and, at pre-primary and primary level in Turkey also.

**Figure 6: Percentage change in teachers' statutory starting salaries from 2014/15 to 2018/19 (at constant prices)**



**Percentage change in teachers' statutory starting salaries from 2014/15 to 2018/19 (at constant prices)**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
ISCED 02	-1.5	-0.4	-1.3	51.2	49.8	8.4	:	:	:	-2.4	2.0	2.0	:	0.9	:	61.5	64.4	-11.6	7.5	12.9	:	:
ISCED 1	-1.5	-0.4	-1.3	51.2	24.3	19.0	5.7	27.0	16.3	-2.4	2.0	2.0	5.0	0.9	:	61.5	35.5	-11.6	7.5	12.9	3.2	15.0
ISCED 24	-1.5	-0.4	-1.3	51.2	24.3	19.6	3.6	27.0	16.3	-2.4	2.0	-1.1	5.0	0.7	:	61.5	35.5	-11.6	11.9	12.9	3.2	13.6
ISCED 34	-1.5	-0.3	-1.2	51.2	24.3	11.6	9.3	27.0	16.3	-2.4	2.0	-1.1	5.0	0.7	:	61.5	35.5	-11.6	1.7	12.9	3.2	1.6
	PL	PT	RO	SI	SK	FI	SE	UK-ENG	UK-WLS	UK-NIR	UK-SCT	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR	
ISCED 02	2.0	-2.0	180.6	5.6	30.1	1.2	25.5	3.6	-0.1	-2.28	-0.1	:	:	:	38.8	:	:	8.8	-5.0	23.8	-2.3	
ISCED 1	2.0	-2.0	180.6	5.6	17.4	-0.9	24.4	3.6	-0.1	-2.28	-0.1	:	:	:	34.2	:	:	8.8	-3.4	38.8	-2.3	
ISCED 24	2.0	-2.0	163.8	5.6	17.4	-0.9	28.3	3.6	-0.1	-2.28	-0.1	:	:	:	34.2	:	:	8.8	-3.4	38.8	5.4	
ISCED 34	2.0	-2.0	163.8	5.6	17.4	-1.9	16.1	3.6	-0.1	-2.28	-0.1	:	:	:	11.0	:	:	8.8	-3.4	38.8	5.4	

Source: Eurydice.

### Explanatory note

This figure shows the percentage change between 2014/15 and 2018/19 in the annual gross statutory salaries (at 2015 prices) received by full-time beginning teachers holding the minimum qualification required to enter the profession in pre-primary, primary, general lower secondary education and general upper secondary education.

Annual gross statutory salaries are from the Eurydice report *Teachers' and school heads' salaries and allowances 2014/15* and the current data collection. Data for France, Croatia, Lithuania, Malta and Norway (only ISCED 02) has been adjusted for methodological changes to allow comparison.

Salaries in 2018/19 have been divided by the Harmonised Index of Consumer Prices (HICP) to adjust for the effects of price inflation over the last four years. The values for the HICP were extracted from Eurostat database on 1 April 2020 and are shown in the annexe.

### Country-specific notes

**Belgium:** Price index refers to the state of Belgium, but statutory salaries vary across the three Communities. In the French and Flemish Communities of Belgium, at ISCED 34, data refers to teachers with a master's degree.

**Denmark:** Data for 2014/15 excluded the employees' contribution to the social security and pension scheme, which is included in 2018/19. Therefore, the increase in the statutory salaries was lower than reported.

**Germany:** Salaries represent a weighted average of the data available at *Länder* level for civil servants and salaried employees.

**Estonia:** Data on statutory salaries refers to the minimum wage that all the teachers receive. There is no starting salary based on the level of qualification and no progression based on years in service.

**Ireland:** The salaries for 2014/15 refer to teachers entering teaching from 1 February 2012.

**Spain:** The salaries shown are weighted averages of the salaries at regional level (*Comunidades Autónomas*).

**Lithuania:** The statutory salaries shown in this figure correspond to a teaching workload of 36 hours a week.

**Hungary:** The salary increase is higher at lower secondary level, because data for 2014/15 referred to teachers with lower qualification requirements.

**Austria:** Salary data are weighted averages of the old and new pay schemes. At primary and lower secondary level, most beginning teachers chose the new pay scheme during these four years because the starting salary was higher. At upper secondary level, most teachers chose the old pay scheme because salary increases related to length of service were more significant. This is the reason why the increase in the starting salaries in this figure is higher at ISCED 1 and 24 than at ISCED 34.

**Poland:** Salary data in this figure refers to teachers with a master's degree.

**Slovenia:** The food allowance that all teachers receive is included in data for 2018/19 but not in 2014/15.

**United Kingdom:** The price index has been calculated for the whole of the UK. For England, salary data includes London in 2018/19 but not in 2014/15. For Northern Ireland, data includes the backdated pay increase announced by the government in April 2020 (2.25 % for 2017/18 and 2 % for 2018/19).

**Norway:** Data on statutory salaries refers to teachers with three-year bachelor's degrees at ISCED 02, five-year bachelor's degrees at ISCED 1 and 24 and six-year master's degrees at ISCED 34.

**Serbia:** Data on starting salaries in 2018/19 includes only teachers with a master's degree, while data for 2014/15 includes teachers with a lower qualification and statutory salary.

## **7. On average, pre-primary teachers usually earn less, and upper secondary teachers generally earn more**

The actual salary is the average annual gross salary, including any allowances or other additional payments that teachers may receive on top of the statutory salary. Not only the amount of these payments but also the age of the teacher population has an impact on the actual salary figures, since teachers with more years' service tend to get higher salaries. Figure 7 illustrates the average annual actual salaries by education level in 2018/19 and the GDP *per capita* in each country. For some countries, data refers to the previous year.

The actual salary level is strongly correlated to the GDP *per capita* of a country, i.e. the higher the GDP *per capita*, the higher the average salary of teachers. Hence, the lowest actual salaries are observed in countries with the lowest GDP *per capita* (namely Latvia, Hungary, Poland, Romania, Slovakia, Montenegro and Serbia), and the highest actual salaries are in countries with the highest GDP *per capita* (namely Denmark, Germany, Ireland, the Netherlands, Austria, Finland, Iceland and Norway).

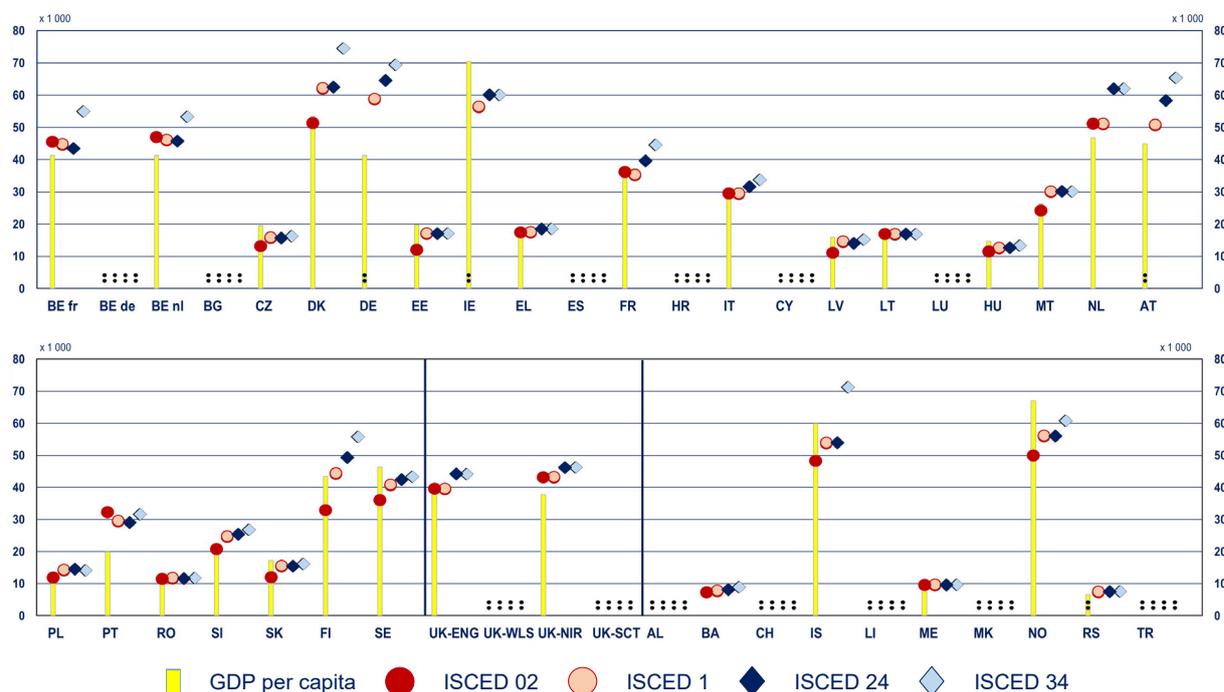
Actual salaries are often above the GDP *per capita*, but not in all countries. In Czechia, Estonia, Latvia, Lithuania, Hungary, Slovakia, Sweden, Iceland (except at upper secondary level) and Norway, the average salary of teachers is below the GDP *per capita*. This is also the case in Ireland, where the large fraction of global profits declared by multinational companies translates into a particularly high GDP *per capita*.

By contrast, teachers' actual salaries can be half as much again as the GDP *per capita* in Germany and Portugal. They are notably higher also in Belgium, the Netherlands, Austria, the United Kingdom (Northern Ireland), Montenegro and Serbia, and at secondary level in France, Finland and the United Kingdom (England).

In Denmark, Malta, Poland and Slovenia, actual salaries are more than 10 % higher than the GDP *per capita* in primary and secondary education, but at pre-primary level they are below. The average salary of pre-primary teachers is lower than that of primary and secondary teachers, and generally below the GDP *per capita* also in Czechia, Estonia, Latvia, Hungary, Slovakia, Finland, Sweden, Bosnia and Herzegovina, Iceland and Norway.

In general, teachers at higher education levels tend to earn more. The average salary of teachers increases with the education level in Denmark, Germany, Austria, Romania, Finland, Sweden and Bosnia and Herzegovina. It also increases in Hungary, Slovakia, Iceland, Norway and Serbia, but in these countries primary and lower secondary teachers belong to the same salary group. In Ireland, Greece, France, Italy, the Netherlands and the United Kingdom (England and Northern Ireland), secondary teachers earn on average more than pre-primary and primary teachers. The average salary is the highest for upper secondary teachers also in the French and Flemish Communities of Belgium, Czechia and Latvia.

**Figure 7: Average annual gross actual salaries (EUR) of teachers aged 25-64 in public schools, 2018/19**



**Average annual gross actual salaries (EUR) of teachers aged 25-64 in public schools, 2018/19**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY
ISCED 02	45 592	:	47 040	:	13 167	51 346	:	12 024	:	17 512	:	36 211	:	29 494	:
ISCED 1	44 748	:	46 164	:	15 812	62 132	58 847	17 089	56 478	17 512	:	35 266	:	29 494	:
ISCED 24	43 464	:	45 724	:	15 695	62 555	64 599	17 089	60 089	18 530	:	39 659	:	31 631	:
ISCED 34	55 007	:	53 358	:	16 249	74 479	69 457	17 089	60 089	18 530	:	44 553	:	33 796	:
	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI	SK	FI	SE	
ISCED 02	11 123	16 920	:	11 556	24 204	51 148	:	11 946	32 291	11 513	20 780	12 031	32 914	36 017	
ISCED 1	14 593	16 920	:	12 642	30 158	51 148	50 764	14 284	29 561	11 785	24 690	15 472	44 408	40 808	
ISCED 24	14 000	16 920	:	12 642	30 158	61 996	58 322	14 517	29 084	11 649	25 380	15 472	49 303	42 399	
ISCED 34	15 271	16 920	:	13 394	30 158	61 996	65 347	14 178	31 573	11 744	26 763	16 109	55 731	43 306	
	UK-ENG	UK-WLS	UK-NIR	UK-SCT	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR	
ISCED 02	39 577	:	43 196	:	:	7 344	:	48 274	:	9 641	:	49 954	:	:	
ISCED 1	39 577	:	43 196	:	:	7 752	:	53 897	:	9 641	:	56 089	7 497	:	
ISCED 24	44 198	:	46 221	:	:	8 160	:	53 897	:	9 641	:	56 089	7 497	:	
ISCED 34	44 198	:	46 221	:	:	8 976	:	71 219	:	9 641	:	60 754	7 557	:	

Source: Eurydice.

### Explanatory note

Teachers' actual salaries are the weighted average annual gross salaries received by full-time, fully qualified teachers, including allowances and other financial benefits. Unless otherwise indicated, the reference year for actual salaries is 2018/19, and 2019 for the GDP *per capita* (exceptions are listed below in the country-specific notes). Data on GDP *per capita* and the exchange rates used to convert salaries into euro (where reported in a different national currency) are available in an annexe at the end of the report.

### Country-specific notes

**Belgium:** GDP refers to the whole of Belgium, but salaries differ between the three Communities.

**Czechia:** The reference year is 2017/18 (2018 for the GDP *per capita*).

**Germany:** Salaries represent a weighted average of the data available at *Länder* level for civil servants and salaried employees. Data on actual salaries are estimates and include general post allowances where applicable and special annual payments, as well as holiday pay. The family allowances that all civil servants receive is not included in the estimations.

**Estonia:** The reference year is 2017/18 (2018 for the GDP *per capita*). The total cost of wages of public school teachers and municipal kindergarten teachers is divided by the number of teachers (all ages) in full-time equivalents. Data for ISCED 1, 24 and 34 include teachers at the three education levels altogether.

**Ireland:** At secondary level, the reported average salary corresponds to ISCED 24 and 34 together.

**Greece:** Data for ISCED 1 includes teachers in pre-primary schools (for children aged 4-5) supervised by the Hellenic Ministry of Education and Religious Affairs and in special needs education. Data for ISCED 34 includes teachers in lower secondary education (ISCED 24), special needs education, vocational education and adult education programmes for attainment of ISCED 24 level.

**France:** The reference year for the actual salaries is 2017. The GDP *per capita* (€34 220) also refers to 2017. In contrast with the data on statutory salaries, other permanent teachers, such as *instituteurs, professeurs agrégés, professeurs d'EPS, professeurs de lycée professionnel, professeurs d'enseignement général des collèges, adjoints et chargés d'enseignement*, are included in the data for actual salaries.

**Lithuania:** The data on actual salaries represents the average of all teachers in all the education levels.

**Hungary:** Actual salary data for ISCED 1 and 24 refers to both education levels together.

**Malta:** The actual salary figures correspond to the (non-weighted) average of the statutory salaries by years in service for ISCED 02 on the one hand, and for ISCED 1, 24 and 34 altogether. They include the allowance that all public employees receive, the class allowance and the work resource fund but not other allowances that only certain teachers may receive.

**Netherlands:** Estimations based on the annual gross salary in the collective agreement weighted by the number of teachers in full-time equivalents. Allowances granted at school level are not included but are not significant. Data at ISCED 01 and 1 refer to both education levels together. At secondary level, the reported average salary corresponds to ISCED 24 and 34 together

**Austria:** Data calculated in full-time equivalents. Headmasters, deputies and assistants and heads of departments are excluded. At upper secondary level, teachers of vocational programmes are included.

**Poland and Portugal:** The reference year is 2017/18 (2018 for the GDP *per capita*).

**Romania:** Data on actual salaries refers to all teachers (all ages) at each education level.

**Slovenia:** The reference year is 2017/18 (2018 for the GDP *per capita*). The reported actual salary data refers to teachers of all ages. At pre-primary level, data includes also teachers at ISCED 01 (including part-time teachers). At primary and secondary level, data refers to teachers who worked full-time for the same employer for the entire year (including those who were not fully qualified). The annual holiday bonus, meal allowances, reimbursement of travel expenses and the long-service award (*jubilejna nagrada*) are not included.

**Slovakia:** Data on actual salaries also includes school heads. Actual salary data for ISCED 1 and 24 refer to both education levels together.

**Sweden:** The reference year is 2018. At ISCED 34, teachers of general subjects in vocational programmes are included.

**United Kingdom (ENG):** The teachers covered by the data on actual salaries include fully-qualified teachers paid on the main and upper pay ranges, as well as unqualified teachers following an employment-based route to Qualified Teacher Status (QTS) who are paid on the unqualified teacher pay range, and teachers employed as leading practitioners who are paid on a separate leading practitioner pay range. Data at ISCED 01 and 1 refers to both education levels together. At secondary level, the reported average salary refers to ISCED 24 and 34 together. GDP is calculated for the whole of the UK.

**United Kingdom (NIR):** The teachers covered by the data on actual salaries include teachers paid on the main and upper scales who are employed in grant-aided schools. Data at ISCED 01 and 1 refer to both education levels together. At secondary level, the reported average salary refers to ISCED 24 and 34 together. GDP is calculated for the whole of the UK. Figures refer to salaries before the 2020 announcement to provide a backdated pay increase for years 2017/18 and 2018/19.

**Iceland:** Data includes all teachers, all ages (including not fully qualified teachers). At ISCED 02, data includes ISCED 01 but excludes teachers' assistants. Data for ISCED 1 and 24 refers to both education levels together. Teachers in special schools are included in the data. At ISCED 34, teachers of vocational programmes are included.

**Montenegro:** The average salary refers to all education levels together.

**Norway and Serbia:** Data for ISCED 1 and 24 refers to both education levels together.

## 8. School heads are often paid on a different salary scale than teachers

Figure 8 shows the three types of statutory remuneration systems used to pay heads of public schools in Europe. In 10 education systems, school heads receive their teacher's salary plus a management allowance (Czechia, Ireland, Greece, Spain, Hungary, Austria, Poland, Portugal, Slovakia and Serbia). This is also the case at pre-primary and primary level in France. In the other education systems, there are distinct, statutorily defined salaries for school heads.

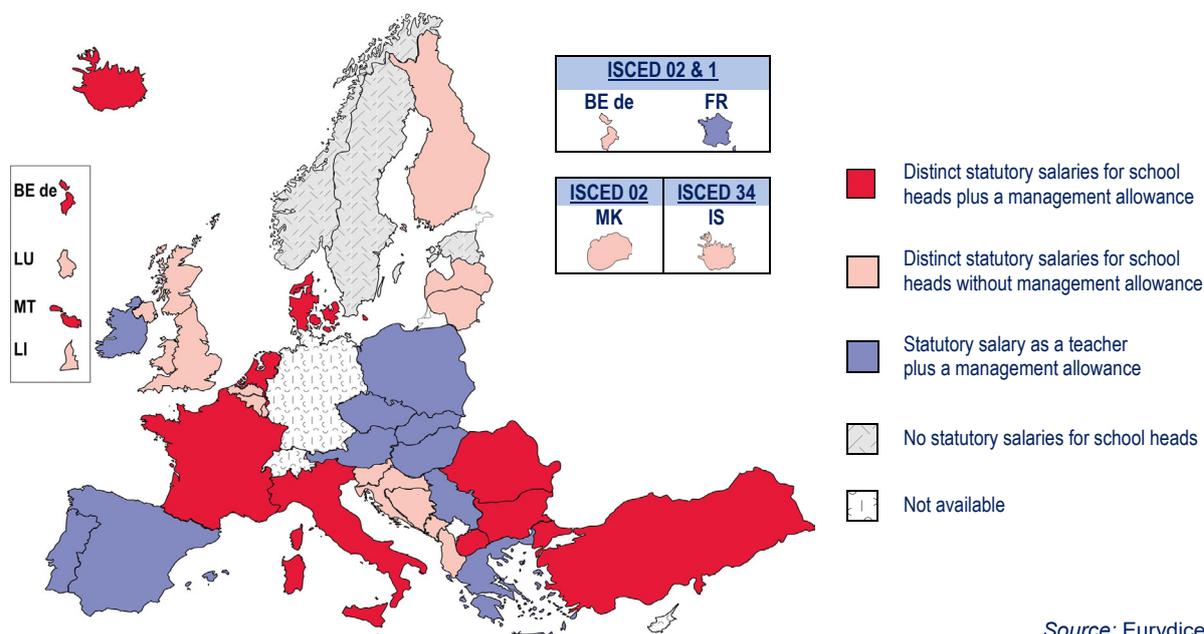
In nine education systems (Bulgaria, Denmark, Italy, Malta, the Netherlands, Romania, Iceland, North Macedonia and Turkey), school heads are paid on a distinct salary scale and also receive a management allowance. This is also the case in secondary schools in the German-speaking Community of Belgium and France.

In **Denmark**, the school and the municipality conclude, on the basis of the school development plan, a performance contract for two years. The school head may receive a management allowance on top of the statutory salary, depending on an annual appraisal of results.

In the other 16 education systems, school heads are paid on a distinct salary range, but they do not receive an additional management allowance (the French and Flemish Communities of Belgium, Croatia, Latvia, Lithuania, Luxembourg, Slovenia, Finland, the United Kingdom (all four systems), Albania, Bosnia and Herzegovina, Liechtenstein and Montenegro). This is also the case in pre-primary and primary schools in the German-speaking Community of Belgium.

In Estonia, Sweden and Norway, the salaries of school heads are not defined by statute.

**Figure 8: Remuneration systems for the heads of public schools (ISCED 02, 1, 24 and 34), 2018/19**



Source: Eurydice.

#### **Country-specific note**

**Luxembourg:** Information in the figure refers only to secondary education. There are no school heads in pre-primary and primary schools.

## **9. School heads' earnings usually depend on the size of the school**

Irrespective of how the salary of school leaders is defined, in most education systems the basic salary and/or the management allowance vary depending on the size of the school (e.g. number of students or classes). Other characteristics of the school that may also be taken into account include: the location of the school, the education level, the number of SEN pupils, the provision of differentiated teaching, and the offer of special programmes (for instance for minorities).

#### Heads are paid on a different pay range depending on the type/size of the school

In most education systems, schools are grouped according to certain criteria, including the size of the school (e.g. number of students, classes, programmes or teachers). School heads receive the statutory salary corresponding to the type or size of the school that they manage. Where the statutory salary includes a management allowance, either the salary or the allowance or both may increase with the size of the school. EU countries where this system applies include Ireland, Greece, Spain, Croatia, Latvia, Lithuania, Malta, the Netherlands and Austria. In Portugal, the amount of the management allowance depends on the number of students enrolled in the school or the school cluster.

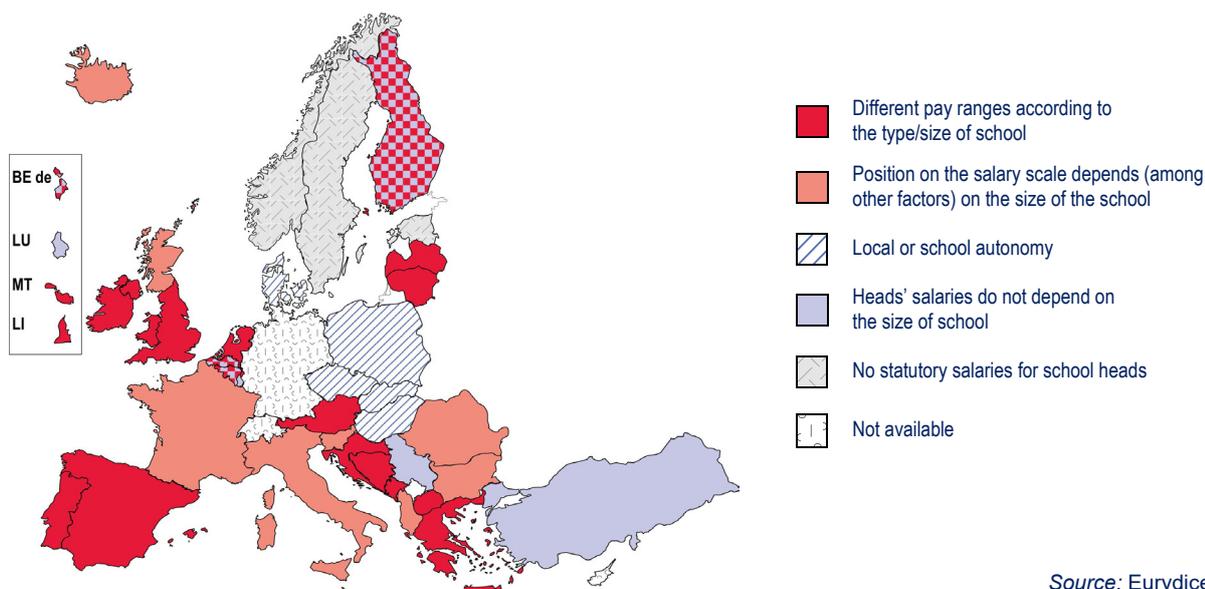
In Belgium, the salary of school heads depends on the school size in pre-primary and primary schools in the French Community and in secondary schools in the Flemish Community. In the German-speaking Community, heads of secondary schools receive an allowance that depends on the size of the school that they manage.

In Finland, the salary of school heads depends on the number of full-time teachers employed at school at primary level and the number of groups (i.e. total number of pupils divided by 32) at lower secondary level.

In the United Kingdom (England, Wales and Northern Ireland), each school is assigned to one of eight groups depending on its total unit score, which is calculated by taking into account the number of students, the education level and the number of SEN pupils. This explains the great variation between salaries in group 1 (consisting of small nursery or primary schools) and group 8 (consisting mainly of large secondary schools).

In Bosnia and Herzegovina, Liechtenstein, Montenegro and North Macedonia, there are also some differences in school heads' earnings depending on the size of the school.

**Figure 9: Impact of school size on the salaries of school heads, 2018/19**



Source: Eurydice.

The position on the salary scale depends on the school size

In a second group of countries, all school heads at a given education level are paid on the same pay range, but the position on the salary scale is assigned on the basis (among other factors) of the school size. Bulgaria, France, Italy, Romania, Slovenia, the United Kingdom (Scotland), Albania and Iceland belong to this group.

Local and/or school autonomy

In Czechia, legislation defines a range for the amount of the management allowance, and the statutory authority (normally the regional or local authority) decides how much each school head should earn, depending on factors such as the number of school employees and classes.

In Denmark, the criteria to determine the management allowance are decided at local level. In Poland, the 'position' and 'motivation' allowances awarded to school heads are regulated by local government units, and may take into account the size of the school.

In Hungary and Slovakia, the teaching duties of school heads decrease with the size of the school, and the school's governing authority may also decide to give the head a higher management allowance.

Salary does not increase with the school size

Only in Serbia and Turkey, in pre-primary and primary schools in the German-speaking and Flemish Communities of Belgium, in secondary schools in the French Community of Belgium and Luxembourg, and in upper secondary schools in Finland, does the salary of school heads not increase with the size of the school.

## 10. The minimum salary for heads is usually higher than the salary for teachers with 15 years' experience

The monetary compensation provided to school heads may influence a teacher's decision on whether or not to apply for a headship. The salary difference between teachers and school heads can be an important economic incentive to take on the responsibility of managing a school. This section examines the minimum statutory salary for school heads compared to the salary of a teacher with 15 years' service.

The school head's minimum statutory salary in Figure 10 includes the management allowance where applicable, and it corresponds to the number of years' service required to apply for a headship in each country, which is often five years or less. With 15 years' experience, school heads would normally earn more than the reported value and more than the salary of teachers with this length of service. Nevertheless, comparing the minimum statutory salary for school heads and the salary for teachers with 15 years' experience can show the education systems, levels or schools where school heads' salaries may be less attractive.

In most education systems, a minimum of five years' experience is required to apply for a headship. This includes many EU countries (Bulgaria, Ireland, Spain, Italy, Hungary, Austria, Poland, Portugal, Romania, Slovenia and Slovakia) and Balkan countries (Albania, Bosnia and Herzegovina, Montenegro and North Macedonia). A greater length of service is required in the French Community of Belgium (6 or 7 years depending on the school network), Greece (10), Croatia (8), Malta (14) and Serbia (8). By contrast, only two years are required in Lithuania, three in Liechtenstein and one in Turkey. In Czechia, teachers need three years' experience in pre-primary education, four years in primary schools, four or five at lower secondary level and five in upper secondary education. In pre-primary and primary schools in France, teachers must have two years' experience to apply for a headship while, in secondary schools, they need five. In the rest of the education systems, there is no minimum length of service defined by statute.

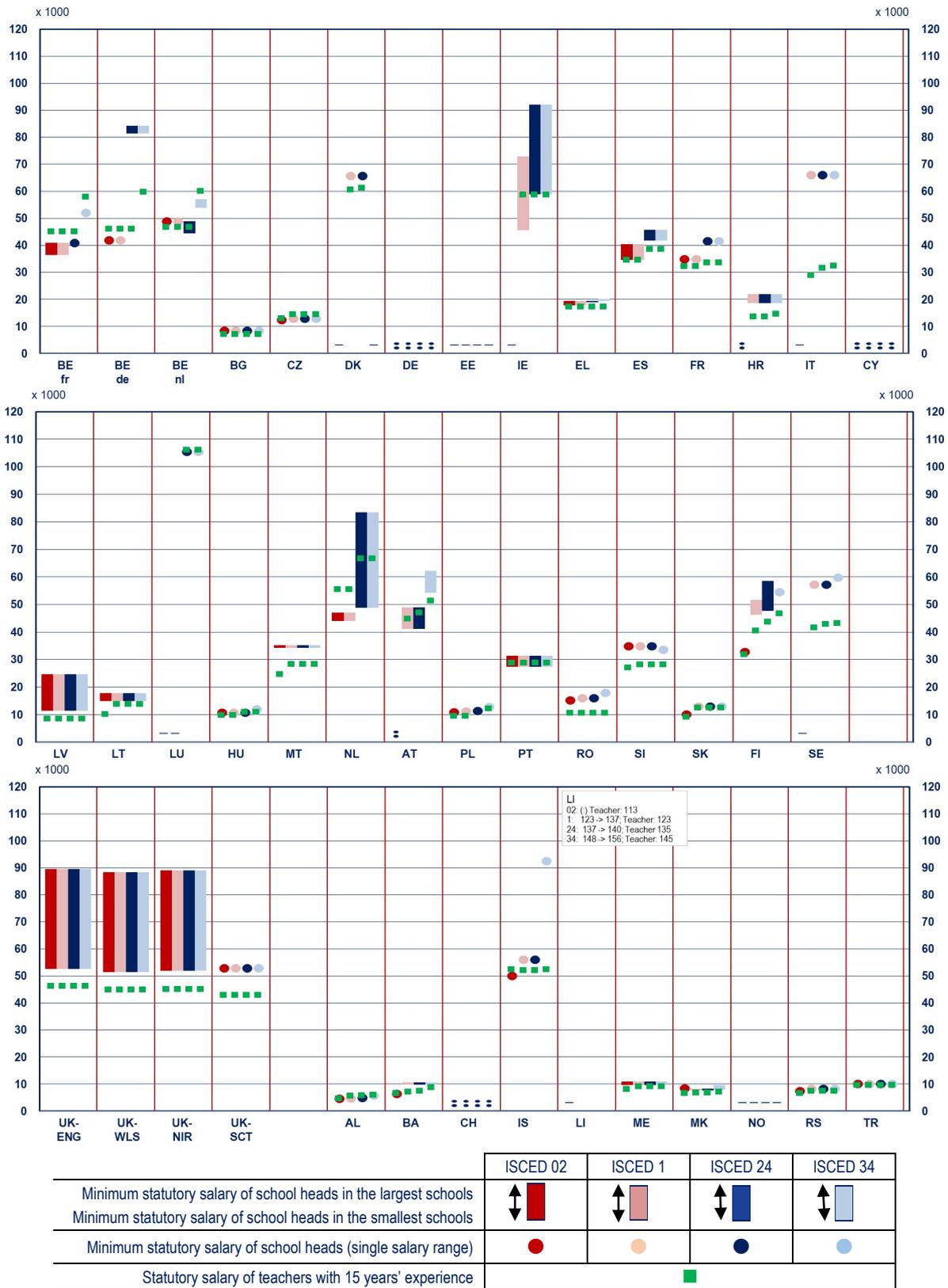
The minimum salary for school heads is lower than the statutory salary of teachers with 15 years' experience in the French Community of Belgium, Luxembourg, Albania and Turkey<sup>(5)</sup>. This is also the case in Czechia, but in this country the reported minimum salary for school heads does not include the management allowance, which amounts to between 15 % and 60 % of the salary of school heads with 32 years' service.

In a few education systems, the minimum statutory salary for school heads is lower than the salary of teachers with 15 years' experience at some education levels. This is the case at pre-primary and primary level in the Netherlands and the German-speaking Community of Belgium, at upper secondary level in the Flemish Community, and at pre-primary level in Finland and Iceland. In some other instances, it is only lower for heads of small schools (namely in lower secondary education in the Flemish Community of Belgium, in primary education in Ireland, in secondary education in the Netherlands, and in primary and lower secondary education in Austria).

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<sup>(5)</sup> In the French Community of Belgium, the salary of upper secondary teachers with a bachelor's degree is lower than the minimum salary of school heads.

**Figure 10: Annual gross statutory minimum salaries (EUR) of school heads compared to salaries of teachers with 15 years' experience, with the minimum qualification, 2018/19**



Source: Eurydice.

**Explanatory note (Figure 10)**

This figure shows the annual gross statutory minimum salary for school heads with the minimum qualification to manage a school by education level. Where school heads are paid on a different pay range depending on the size of the school, the range going from the minimum salary given to heads of the smallest schools to the minimum salary for heads of the largest schools is shown (instead of a point).

The figure also shows the annual gross statutory salary of teachers with 15 years' experience and the minimum qualification to teach.

Salary data for each country can be found in Part II of this report (National Data Sheets). The exchange rates used to convert salaries into euro (where reported in a different national currency) are available in an annexe at the end of the report.

**Country-specific notes**

**Belgium (BE fr and BE nl):** At upper secondary level, the statutory salary for teachers with 15 years' experience refers to teachers with a master's degree, which is the qualification held by most teachers and the qualification required to be a school head at this education level. The salary of teachers with 15 years' experience holding a bachelor's degree (which is the minimum qualification to teach) is lower than the minimum salary of school heads.

**Czechia:** School heads receive an additional allowance for leadership (15-60 % of a teacher's salary according to the level of leadership), which is not shown in the figure.

**Denmark:** The management allowance is not included in the reported statutory salaries, since the amount is decided at local level.

**Estonia:** There are no statutory salaries for school heads. Their salary is a matter for local autonomy.

**Spain:** The statutory salaries shown are weighted averages of salaries at regional level (*Comunidades Autónomas*).

**Luxembourg:** There are no school heads in pre-primary and primary education institutions.

**Sweden:** There are no statutory salaries. The minimum salaries shown correspond to the median values of the actual salaries of school heads with up to two years' experience.

**United Kingdom (NIR):** Salaries in the figure include the backdated pay increase announced in April 2020 (2.25 % for 2017/18 and 2 % for 2018/19).

**Norway:** There are no statutory salaries for school heads. Their salary is a matter for local autonomy.

In the Flemish Community of Belgium (at pre-primary and primary level), Denmark, Hungary, Poland, Slovakia, Serbia and Turkey, the minimum statutory salary for school heads is slightly higher than the salary of teachers with 15 years' experience. The difference is more marked in Bulgaria, France, Slovenia, Finland (upper secondary level), Sweden, the United Kingdom (Scotland) and Iceland (except at pre-primary level). In Romania, the minimum statutory salary for school heads is half as much again as the salary of a teacher with 15 years' service, and in Italy it is twice as much.

In other countries, such as Greece, Spain, Croatia, Lithuania, Malta, Montenegro and North Macedonia, the salary for school heads is higher than the salary of teachers with 15 years' experience, and the difference increases with the size of the school. This is also the case in Austria at upper secondary level and in Finland at primary and lower secondary levels. Salaries for school heads appear to be particularly attractive in secondary schools in the German-speaking Community of Belgium, and in large schools in Ireland and Latvia. In the United Kingdom (England, Wales and Northern Ireland), the difference increases notably from group 1 to 8, that is, the larger the school and the higher the education level.

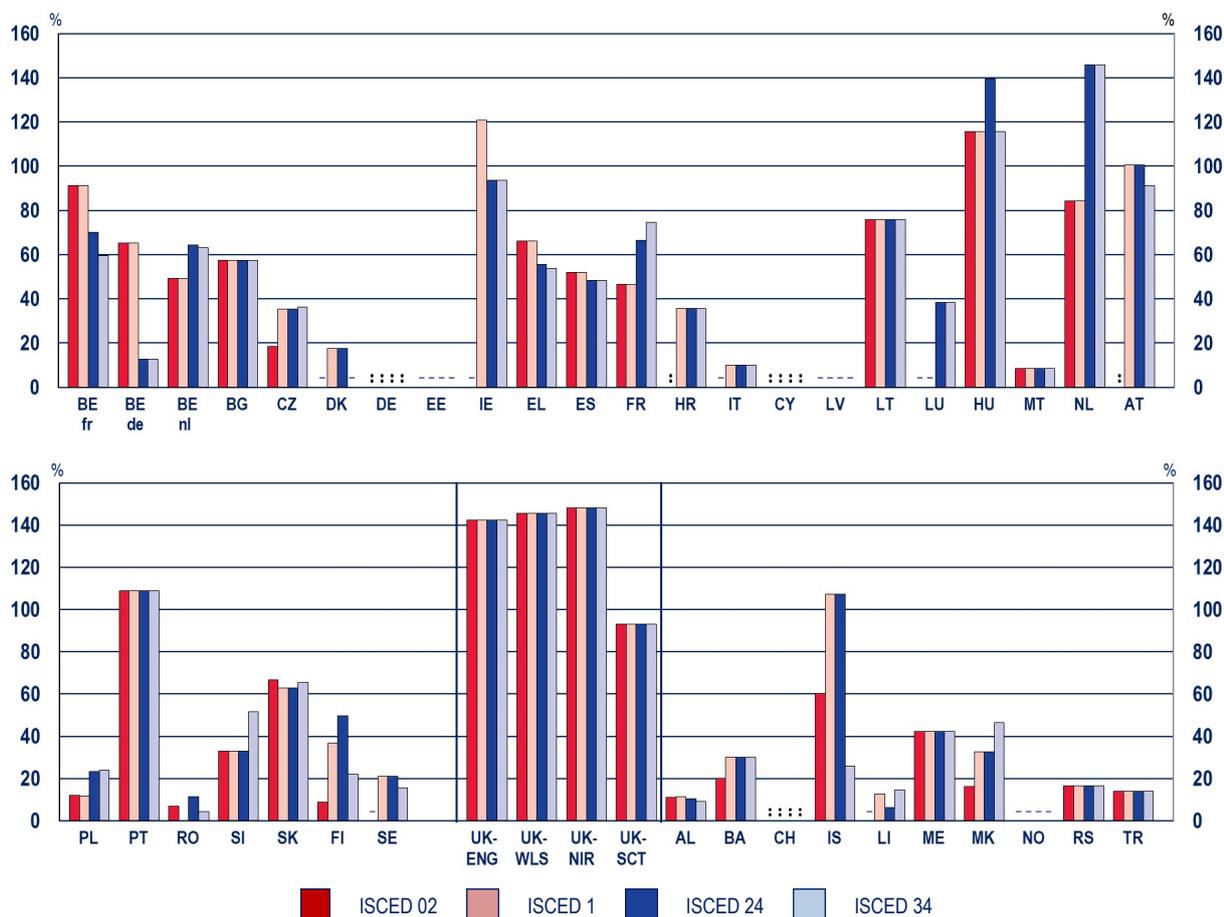
## 11. In most education systems, there are significant differences in the salaries that school heads receive

The salaries that school heads receive may increase, depending on a variety of factors such as years in service or certain characteristics of the school, such as the number of students or classes. Other criteria that may be taken into account include the head's teaching duties, qualifications and performance, or the level of responsibility for the budget and health and safety issues. Characteristics of the school such as the number of teachers employed, the number of foreign or SEN students, the provision of differentiated teaching or the location in disadvantage areas, may also have an impact on the head's salary.

Figure 11 shows the percentage difference between the minimum and maximum statutory salary that heads of pre-primary, primary, lower and upper secondary public schools may receive, depending on one or more of these factors. This difference is similar across education levels in Bulgaria, Croatia,

Lithuania, Malta, Portugal, Albania, Montenegro, Serbia and Turkey. This is the case also in Czechia and Bosnia and Herzegovina, except for pre-primary schools, and in Slovenia, except for upper secondary schools.

**Figure 11: Percentage difference between the minimum and maximum statutory salaries of school heads, 2018/19**



**Percentage difference between school heads' minimum and maximum salaries, 2018/19**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
ISCED 02	91.3	65.2	49.1	57.5	18.4	-	:	-	:	66.0	52.1	46.5	:	-	:	-	75.7	-	115.6	8.5	84.3	:
ISCED 1	91.3	65.2	49.1	57.5	35.3	17.5	:	-	120.9	66.0	52.1	46.5	35.7	10.0	:	-	75.7	-	115.6	8.5	84.3	100.6
ISCED 24	70.1	12.8	64.5	57.5	35.3	17.5	:	-	93.6	55.5	48.4	66.4	35.7	10.0	:	-	75.7	38.3	139.6	8.5	146.0	100.6
ISCED 34	59.6	12.8	63.2	57.5	36.3	-	:	-	93.6	53.8	48.4	74.6	35.7	10.0	:	-	75.7	38.3	115.6	8.5	146.0	91.2
	PL	PT	RO	SI	SK	FI	SE		UK-ENG	UK-WLS	UK-NIR	UK-SCT	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
ISCED 02	12.1	108.7	6.8	33.0	66.8	8.7	-		142.5	145.5	148.0	93.0	11.2	20.0	:	60.4	-	42.2	16.3	-	16.7	13.9
ISCED 1	11.7	108.7	0	33.0	62.9	36.7	21.0		142.5	145.5	148.0	93.0	11.4	30.0	:	107.3	12.7	42.2	32.5	-	16.6	13.0
ISCED 24	23.4	108.7	11.3	33.0	62.9	49.8	21.0		142.5	145.5	148.0	93.0	10.4	30.0	:	107.3	6.4	42.2	32.5	-	16.6	13.9
ISCED 34	24.1	108.7	4.3	51.5	65.3	22.1	15.5		142.5	145.5	148.0	93.0	9.0	30.0	:	26.0	14.6	42.2	46.3	-	16.6	13.9

Source: Eurydice.

**Explanatory note**

This figure shows the percentage difference between the minimum and maximum statutory salaries of school heads with the minimum qualification. Where school heads are paid on a different pay range depending on the size of the school, the minimum refers to the minimum point of the lowest range and the maximum refers to the top point of the highest range.

**Country-specific notes**

**Czechia:** School heads receive an additional allowance for leadership (15-60 % of a teacher's salary according to the level of leadership), which is not shown in the figure.

**Estonia:** There are no statutory salaries for school heads. Their salary is a matter for local autonomy.

**Ireland:** Maximum statutory salaries of school heads include allowances for qualifications other than the minimum qualification, for those who entered the teaching profession prior to 2011.

**Spain:** The statutory salaries shown are weighted averages of salaries at regional level (*Comunidades Autónomas*).

**Latvia:** Only the minimum salaries are defined in official regulations.

**Luxembourg:** There are no school heads in pre-primary and primary education institutions.

**Sweden:** There are no statutory salaries. The minimum salaries shown correspond to the median values of the actual salaries of school heads with up to two years' experience. The maximum salaries shown correspond to the mean actual salaries above the 90th percentile.

**Norway:** There are no statutory salaries for school heads. Their salary is a matter for local autonomy.

In the rest of the countries, the difference between the minimum and maximum salary varies across education levels. In the Flemish Community of Belgium, France, Hungary, the Netherlands and Poland, the difference is more significant at secondary level. In North Macedonia, it increases with the education level. Conversely, in the French and German-speaking Communities of Belgium, Ireland, Greece and Spain, salary differences between school heads are smaller at secondary level, and, in Austria, Sweden and Iceland, at upper secondary level.

The percentage difference between the minimum and the maximum salaries that school heads receive can go from around 8 % in Malta to more than 148 % in the United Kingdom (Northern Ireland).

The smallest salary differences (below 25 %) are found in Denmark, Italy, Malta, Poland, Romania, Sweden, Albania, Liechtenstein, Serbia and Turkey; and also at secondary level in the German-speaking Community of Belgium, and at pre-primary level in Czechia, Finland, Bosnia and Herzegovina and North Macedonia.

In Bulgaria and Spain, school heads' maximum statutory salary is around half as much again as the minimum salary. This is also the case at pre-primary and primary level in the Flemish Community of Belgium and in France and at secondary level in Greece, where differences are even greater at the other education levels. The difference is also quite significant (between 60 % and 90 % roughly) in the French Community of Belgium, Lithuania and Slovakia, and at pre-primary and primary level in the German-speaking Community of Belgium. There are even greater differences in Ireland, Hungary, the Netherlands, Austria, Portugal, the United Kingdom and, at primary and lower secondary level, in Iceland.

In the Netherlands, at secondary level, the maximum statutory salary of school heads is 146 % higher than the minimum. Similarly significant is the difference between the minimum and the maximum statutory salaries of school heads in the United Kingdom (England, Wales and Northern Ireland). There, the education level is one of the criteria used to place each school in one of the eight groups in the salary range. In practice, only small nursery or primary schools are in Group 1 and only large secondary schools are in Group 8. Therefore, the difference between heads of schools at the same education level is less significant.



## PART II: NATIONAL DATA SHEETS

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### Guide to read the country sheets

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The national data sheets show the main features and elements of the remuneration of teachers and school heads in the 42 education systems covered by this report, including:

- Teachers' statutory and actual salaries.
- Teachers' allowances and other additional payments.
- School heads' statutory and actual salaries.
- School heads' allowances and other additional payments.

The data come from the Eurydice-NESLI joint data collection on teachers' and school heads' salaries and allowances. Code **a** (-) means not applicable and code **m** (:) data not available.

#### Teachers' salaries

##### Teachers' statutory salaries

The first section shows the annual gross statutory salaries (EUR) of teachers in public schools for the reference year 2018/19, including:

- The salary range for teachers with the minimum qualification by education level (namely the starting salary, the salary after 10 and 15 years and the salary at the top of the salary range), the average number of years' service needed to reach the top and the proportion of teachers paid on this salary range.
- The salary range for teachers with a higher qualification when they represent the largest proportion of the teacher population at a given education level. It also includes the starting salary, the salary after 10 and 15 years and at the top of the salary range, the average number of years' service needed to reach the top and the proportion of teachers paid on this salary range. When most of teachers at a certain education level hold the minimum qualification, the cells in this table are blank.
- The authority level determining the statutory salaries (see Part III for the definitions):
  1. Central/state government or top-level authorities;
  2. Provincial/regional/sub-regional/inter-municipal authorities or government;
  3. Local government/authorities/municipalities;
  4. School level authorities;
  5. More than one authority level;
  6. Collective agreement.
- The source of the information and other explanatory notes on the methodology and on how to interpret the data.

### **Teachers' actual salaries**

The section below shows the weighted average annual gross salaries (EUR) of teachers aged between 25 and 64, including allowances and other additional payments. The data is broken down by education level, age and gender. The reference year is generally 2018/19 although for some countries data refers to 2017/18. The source of the data and the notes explaining the methodology used for the calculations are also indicated.

### **Teachers' allowances and other additional payments**

The allowances and other additional payments that teachers may receive are classified in four groups:

- Allowances related to other tasks and responsibilities of teachers;
- Allowances related to teachers' qualifications, training and performance;
- Allowances related to teaching conditions;
- Other criteria.

For each allowance, the table shows:

- The authority level determining the amount of the allowance and the entitlement criteria. The abbreviations refer to the list of authority levels described above.
- The nature of the compensation. The abbreviations used correspond to the following categories:
  1. Defined as percentage of statutory base salary paid to teachers;
  2. Regular additional payments;
  3. Incidental/occasional additional payments (i.e. a lump sum that is paid only once);
  4. Progression in the salary range (e.g. step increment or a higher coefficient).
- Whether the allowance applies to all or only some education levels.
- The explanatory notes including the amount of the allowance and how it is calculated.

## School heads' salaries

### School heads' statutory salaries

The annual gross statutory salaries (EUR) of school heads (SH) in public schools refer to 2018/19. The first part shows the minimum qualification necessary to apply for a headship. The second part shows the salary range, which can be broken down into two or three salary ranges when a distinction is made between types or sizes of school:

1. The single or the lowest salary range (when more than one): including the minimum and maximum points on the range and the proportion of school heads paid on this salary range. In education systems where there are more than one salary range depending on the type or size of the school, this table shows the pay range with the lowest minimum salary. In the other education systems, the (single) salary range is displayed here.
2. The highest salary range: In education systems where there are more than one salary range depending on the type or size of the school, this table shows the pay range with the highest minimum salary. In the other education systems, this table is blank.
3. The most prevalent salary range: It refers to a salary range other than those described above that applies to the largest proportion of school heads where applicable.

The third part describes the authority level determining the statutory salaries (see Part III for the definitions), the source of the information and other explanatory notes on the methodology and on how to interpret the data.

### School heads' actual salaries

The section below shows the weighted average annual gross salaries (EUR) of school heads aged between 25 and 64, including allowances and other additional payments. The data is broken down by education level, age and gender. The reference year is generally 2018/19 although for some countries data refer to 2017/18. The source of the data and the notes explaining the methodology used for the calculations are also indicated.

## School heads' allowances and other additional payments

The allowances and other additional payments that teachers may receive are classified in four groups:

- Allowances related to other tasks and responsibilities of school heads;
- Allowances related to school heads' qualifications, training and performance;
- Allowances related to working conditions;
- Other criteria.

For each allowance, the table shows:

- The authority level determining the amount of the allowance and the entitlement criteria. The abbreviations are the same as for teachers (see above).
- The nature of the compensation. The abbreviations are the same as for teachers.
- Whether the allowance applies to all or only some education levels.
- The explanatory notes including the amount of the allowance and how it is calculated.

# Belgium – French Community Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Pre-primary Teacher Bachelor degree (ISCED 6)	31 980	39 991	45 026	55 096	99 %	27
ISCED 1	Primary Teacher Bachelor degree (ISCED 6)	31 980	39 991	45 026	55 096	95 %	27
ISCED 24	Bachelor degree (ISCED 6) + lower secondary teaching diploma (AESI = <i>Agrégation de l'enseignement secondaire inférieur</i> )	31 980	39 991	45 026	55 096	85 %	27
ISCED 34	Bachelor degree (ISCED 6) + lower secondary teaching diploma (AESI = <i>Agrégation de l'enseignement secondaire inférieur</i> )	37 412	45 518	50 553	60 623	7 %	27

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	Teaching Master degree (ISCED 7) or Master and upper secondary teaching diploma (AESS = <i>Agrégation de l'enseignement secondaire supérieur</i> )	39 787	50 717	57 839	69 710	81 %	25

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Ministry of the French Community – legal framework for salary scale:  
<http://www.enseignement.be/index.php?page=24891&navi=2106>

#### Explanatory notes

Most representative salary scale at ISCED level including the annual gross salary, end of the year bonus and vacation pay.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	45 592	36 499	42 869	50 819	54 662	40 791	45 741
ISCED 1	44 748	36 854	43 957	50 734	54 094	45 609	44 568
ISCED 24	43 464	36 919	43 362	48 984	53 222	43 407	43 483
ISCED 34	55 007	44 199	52 068	59 795	64 989	54 789	55 090

#### Source

Ministry of the French Community of Belgium: payroll file

#### Explanatory notes

Average salary scale at ISCED level including the annual gross salary, end of the year bonus and vacation pay.

# Belgium – French Community Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	Lessons in addition to a full time schedule (= ancillary function) represent only 0.0035 % of total hours worked at ISCED levels 02, 1, 24 and 34. Additional teaching hours are paid on the minimum salary scale and don't entitle to holiday benefits nor to thirteen month benefits.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Incidental payment	All	Teachers who supervise and support a student teacher during an internship can receive an amount that varies depending on the education level: - 2.61 € per period (of 50 minutes) if the teacher student is a trainee at ISCED 02, 1 or 2, with a maximum of 40 days per year and per teacher. - 3.86 € per period (of 50 minutes) if the teacher student is a trainee at ISCED 3, with a maximum of 160 days per year and per teacher.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	02, 1, 24	Teachers at ISCED 02, 1 and 24 who, in addition to the minimum qualification (bachelor), hold a master's degree in educational science, are paid at scale 501 (the most common scale at ISCED 34) instead of the scale 301. At the beginning of career, they are paid 39 786.76 € instead of 31 980.33 (scale 301).
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Ministry of the French Community of Belgium

# Belgium – French Community School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	Pre-primary Teacher (Bachelor degree ISCED 6) and from 7 to 8 years in service, depending on the school network
ISCED 1	Primary Teacher (Bachelor degree ISCED 6) or lower secondary teaching diploma and from 7 to 8 years in service, depending on the school network
ISCED 24	A bachelor degree (ISCED 6) plus a lower secondary teaching diploma; a teaching master degree (ISCED 7); a master degree (ISCED 7) plus an upper secondary teaching diploma; or 1st degree of higher education diploma plus a pedagogical diploma. And from 7 to 8 years in service, depending on the school network
ISCED 34	A teaching master degree (ISCED 7); a master degree (ISCED 7) plus an upper secondary teaching diploma; a third degree of higher education diploma plus a pedagogical diploma; or a lower secondary teaching diploma and at least 900 days working experience as a deputy director or director in lower secondary education. And from 7 to 8 years in service, depending on the school network

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 72 pupils	36 443	65 166	20 %
ISCED 1	Less than 72 pupils	36 443	65 166	3 %
ISCED 24	Schools organising only lower secondary education	40 987	69 710	83 %
ISCED 34	Schools organising lower and upper secondary education	52 108	83 179	83 %

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	210 pupils or more	40 987	69 710	51 %
ISCED 1	210 pupils or more	40 987	69 710	69 %
ISCED 24	a	a	a	a
ISCED 34	a	a	a	a

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

Authority level determining the statutory salaries of school heads	
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Ministry of the French Community – legal framework for salary scale: <http://www.enseignement.be/index.php?page=24891&navi=2106>

#### Explanatory notes

Most representative salary scale at ISCED level including the annual gross salary, end of the year bonus and vacation pay.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	63 518	45 551	55 376	64 425	67 421	61 566	63 562
ISCED 1	64 754	48 648	58 085	64 820	68 109	65 061	64 555
ISCED 24	69 121	a	62 603	67 806	71 106	69 290	68 848
ISCED 34	80 169	a	69 625	78 592	81 895	80 170	80 168

#### Source

Ministry of the French Community of Belgium: payroll file

#### Explanatory notes

Average salary scale at ISCED level including the annual gross salary, end of the year bonus and vacation pay.

# Belgium – French Community School Heads Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Ministry of the French Community

## Belgium – German-speaking Community Teachers Salaries

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

#### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ITE – Bachelor degree (ISCED 6 / EQF level 6)	34 073	42 623	46 047	54 597	m	m
ISCED 1	ITE – Bachelor degree (ISCED 6 / EQF level 6)	34 073	42 623	46 047	54 597	m	27
ISCED 24	ITE – Bachelor degree with teaching qualification (ISCED 6 / EQF level 6)	34 073	42 623	46 047	54 597	m	27
ISCED 34	Master with Teaching Qualification (ISCED 7 / EQF level 7)	42 692	54 774	59 606	69 272	m	27

#### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Ministry of the German-speaking Community, Decree of 21 April 2008 on the revaluation of the teaching profession, Decree of 2009 regarding Baremas in the education system, and yearly index.

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

#### Source

Data not available

#### Explanatory notes

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# Belgium – German-speaking Community Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	24, 34	Coordinating tasks at all levels are usually compensated by a reduction in teaching time (varies from several hours to fulltime exemption). In secondary schools, teachers can become middle managers (half-time coordinating teachers). Their teaching time is reduced and they receive a monthly salary supplement (+/- 318 € gross)
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	At all levels, teachers can be required to teach 1 or 2 hours (lessons) more than is required by a full-time contract (20-28 teaching hours) and are not remunerated. Any additional "extra hours" are paid depending on the statutory status of the teacher.
Student counselling	a	Statutory duty	02, 1	Secondary schools often organize career counselling. The responsible teacher gets a reduction in teaching time or becomes a counsellor when his/her teaching time is reduced at the end of his/her career (age 55 and older). Supervisory tasks are part of kindergarten and primary teachers duties without additional compensation. In secondary schools, educators are responsible for supervisory tasks. Most prevention programmes are led by a psycho-social services.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Incidental payment	All	Teachers and schools that supervise and support a student teacher during an internship receive a yearly supplement depending on the number of hours the student teacher spends in the school and depending on the academic year the student teacher is completing (between €4 and €15 per hour). Other teachers take care of younger colleagues (pedagogical and counselling tasks) when their teaching time at the end of their career is reduced (by 25 %).
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	Some teachers work as mentors at the end of their career (age 55 or older) when they opt for a reduction in teaching time (by 25 %). Mentoring of new kindergarten and primary school teachers is organised by a local university through peer counselling in groups led by lecturers.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	02, 1, 24	Bachelor degree is required for pre-primary, primary and lower secondary school teachers. If these teachers complete in addition a master degree, they will receive a salary that is defined for upper secondary school teachers for whom master degree is required.
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

K.E. of 22 March 1969 laying down the Staff Regulations of Community Education Personnel

Decree of 14 December 1998 establishing the status of subsidized personnel in the subsidized free education system and the subsidized free psycho-medico-social centre

Decree of 29 March 2004 establishing the status of subsidized staff of subsidized official education and subsidized official psycho-medical-social centres

K.E. of 15 April 1958 concerning the Salary Regime of the Teaching and Scientific Staff and Similar Personnel of the Ministry of Education

Decree of 6 June 2005 on educational measures 2005

K.E. No. 297 of 31 March 1984 on posts, salaries, wage subsidies and leave for reduced services in education and human resources management centres

Decree of 25 June 2007 on educational measures 2007

# Belgium – German-speaking Community School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Minimum qualification to become a school head

<b>ISCED 02</b>	ITE (bachelor's degree) + special training for school head (to be accomplished in the first 5 years of duty as a school head)
<b>ISCED 1</b>	ITE (bachelor's degree) + special training for school head (to be accomplished in the first 5 years of duty as a school head)
<b>ISCED 24</b>	Bachelor degree + special training for school head (to be accomplished in the first 5 years of duty as a school head)
<b>ISCED 34</b>	Bachelor degree + special training for school head (to be accomplished in the first 5 years of duty as a school head)

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	All schools	41 930	69 276	100 %
<b>ISCED 1</b>	All schools	41 930	69 276	100 %
<b>ISCED 24</b>	Schools with less than 600 pupils	81 330	88 822	m
<b>ISCED 34</b>	Schools with less than 600 pupils	81 330	88 822	m

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	a	a	a	a
<b>ISCED 1</b>	a	a	a	a
<b>ISCED 24</b>	Schools with more than 600 pupils	84 255	91 748	m
<b>ISCED 34</b>	Schools with more than 600 pupils	84 255	91 748	m

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>				
<b>ISCED 1</b>				
<b>ISCED 24</b>				
<b>ISCED 34</b>				

### Authority level determining the statutory salaries of school heads

<b>ISCED 02</b>	Central/State government or top level authorities
<b>ISCED 1</b>	Central/State government or top level authorities
<b>ISCED 24</b>	Central/State government or top level authorities
<b>ISCED 34</b>	Central/State government or top level authorities

#### Source

N.E. of 27 June 1974 fixing the salary scales applicable as from 1 April 1972 to members of the managerial, teaching, pedagogical and paramedical staff of State educational establishments, to members of the inspection service responsible for the inspection of such establishments, to members of the inspection service for distance education and subsidised primary education, and fixing the salary scales for the staff of State psycho-medical and social centres

K.E. of 22 March 1969 laying down the status of civil servants applicable to members of the teaching profession

Decree of 14 December 1998 establishing the status of subsidized personnel in the subsidized free education system and the subsidized free psycho-medico-social centre

Decree of 29 March 2004 laying down the status of subsidized staff of subsidized official education and subsidized official psycho-medical-social centres

#### Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
<b>ISCED 02</b>	m	m	m	m	m	m	m
<b>ISCED 1</b>	m	m	m	m	m	m	m
<b>ISCED 24</b>	m	m	m	m	m	m	m
<b>ISCED 34</b>	m	m	m	m	m	m	m

#### Source

Data not available

#### Explanatory notes

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## Belgium – German-speaking Community School Heads Allowances

### Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

### Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

### Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

### Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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# Belgium – Flemish Community Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor for education: pre-primary (ISCED 6)	33 048	41 444	46 659	57 091	100 %	27
ISCED 1	Bachelor for education: primary (ISCED 6)	33 048	41 444	46 659	57 091	100 %	27
ISCED 24	Bachelor for education: secondary education (ISCED 6)	33 048	41 444	46 659	57 091	96 %	27
ISCED 34	Bachelor for education: secondary education (ISCED 6)	33 048	41 444	46 659	57 091	38 %	27

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	Master (ISCED 7) in the specified content of the course and certificate of teaching competence	41 232	52 554	59 932	72 230	62 %	25

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Decisions of the Flemish government.

<https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1000252&param=inhoud&ref=search&AVIDS=https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1000266&param=inhoud&ref=search&AVIDS=https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1024254&param=inhoud&ref=search&AVIDS=>

#### Explanatory notes

In the Flemish Community of Belgium, there are 'required', 'sufficient' and 'other' qualifications. 'Sufficient' qualifications in secondary education do not require specialisation on a specific subject. The reported data

refer to the 'required' qualifications, but pay scales are similar. For the calculation of the 'Proportion of teachers paid according to this salary range', both full-time and part-time teachers are included.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	47 040	39 147	46 894	54 750	56 550	ISCED 02	45 045	47 081
ISCED 1	46 164	38 872	46 641	53 640	55 667	ISCED 1	46 661	46 045
ISCED 24	45 724	39 002	47 573	53 044	53 621	ISCED 24	43 961	46 451
ISCED 34	53 358	44 232	53 233	62 988	63 214	ISCED 34	52 847	53 640

#### Source

Staff payment database and staff assignment database of the policy domain of education and training

#### Explanatory notes

Actual salary figures refer to full-time teachers of general subjects with required qualifications aged 25 to 64 in public regular pre-primary, primary and general secondary schools on 15/01/2018.

# Belgium – Flemish Community Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	Maximum: 140 % of the basic salary
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	All	From €45.82173 to €137.488 per month for the successful completion of specific education leading to certain certificates and diplomas
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Decision of the Flemish government <https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1013833&param=inhoud&ref=search&AVIDS=>

# Belgium – Flemish Community School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Minimum qualification to become a school head

ISCED 02	Professional bachelor (ISCED 6) and certificate of teaching competence
ISCED 1	Professional bachelor (ISCED 6) and certificate of teaching competence
ISCED 24	Professional bachelor (ISCED 6) and certificate of teaching competence
ISCED 34	Master (ISCED 7) and certificate of teaching competence

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	48 933	72 977	100 %
ISCED 1	a	48 933	72 977	100 %
ISCED 24	Less than 120 regular pupils	44 370	72 231	4 %
ISCED 34	Less than 83 regular pupils	53 996	86 182	0 %

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	More than 120 regular pupils	48 933	72 977	96 %
ISCED 34	More than 83 regular pupils	57 118	88 116	100 %

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

### Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Decisions of the Flemish government.

- <https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1000252&param=inhoud&ref=search&AVIDS=>

- <https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1000266&param=inhoud&ref=search&AVIDS=>

- <https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1024254&param=inhoud&ref=search&AVIDS=>

#### Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	71 166	a	62 444	72 425	73 008	72 859	71 035
ISCED 1	69 163	55 561	64 320	70 501	72 575	70 005	68 577
ISCED 24	70 507	a	62 353	74 444	74 067	71 411	69 693
ISCED 34	86 245	a	78 355	87 209	90 299	86 354	86 168

#### Source

Staff payment database and staff assignment database of the policy domain of education and training

#### Explanatory notes

Actual salary figures refer to full-time school heads aged 25 to 64 in public regular pre-primary, primary and general secondary schools on 15/01/2018.

At secondary level, only schools that reflect in their structure ISCED level 2 and ISCED level 3 separately are included.

# Belgium – Flemish Community School Heads Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Top level	Regular additional payment	All	Allowances for general director ( <i>algemeen directeur</i> ), coordinating director ( <i>coördinerend directeur</i> ) or director coordinator ( <i>directeur coördinatie</i> ) in school clusters/groups of schools: min €707.3322 per month and max €990.2637 per month
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	All	Different fixed amounts according to different qualifications: min €45.82173 per month; max €137.488 per month. School heads that got the qualification after 1 September 2010 do not get the allowances anymore. If they got it before 1 September 2010, the allowance can still be granted.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Decisions of the Flemish government and decrees

<https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1013833&param=inhoud&ref=search&AVIDS=>

## Bulgaria

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	5 161	6 414	7 078	a	a	a
ISCED 1	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	5 161	6 414	7 078	a	a	a
ISCED 24	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	5 161	6 414	7 078	a	a	a
ISCED 34	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	5 161	6 414	7 078	a	a	a

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ordinance No 15 2019 s issued by the Minister of Education and Science and the Collective labour agreement between the institutions. The last update is in January 2019 when the salaries were increased.

Explanatory notes

There is not a salary range statutorily defined depending on the time in service. Regulations only set the minimum salary for the three stages in the teacher career, i.e. teacher, senior teacher and chief teacher. Salary after 10 years here corresponds to the salary of senior teacher, and salary after 15 years corresponds to the salary of chief teachers. To apply for a senior teacher position it is necessary to have at least 10 years teaching experience, but candidates must comply with other requirements (at least three of the compulsory qualification credits in a four-year period, a fifth or fourth Professional Qualification Degree and a positive appraisal).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	m	m	m	m	m	ISCED 1	m
ISCED 24	m	m	m	m	m	ISCED 24	m
ISCED 34	m	m	m	m	m	ISCED 34	m

Source

Data not available

Explanatory notes

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## Bulgaria

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Collective agreement	Incidental payment	All	There are established exact amounts per hour depending on the education of the teacher – higher or secondary education and the qualification (BGN 6.00, 4.80 and 4.20)
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	All	Minimum BGN 50 per month for a period up to 1 year.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Regular additional payment	All	For organising and keeping the obligatory documentation, consulting parents and pupils, for class teachers depending the activity – minimum BGN 30, max BGN 50 monthly
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Collective agreement	Incidental payment	All	For participation in evaluation/assessment within Pupils Olympiads, competitions, national external evaluation the rates per hour as overtime

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	For teaching a subject in foreign language – minimum BGN 21. For a PhD degree, between BGN 120 and 150.
Successful completion of CPD	Collective agreement	Regular additional payment	All	As a whole the right is set in the Act and the Ordinance, which are on State government level authorities but in the Collective agreement are established the exact amounts – between BGN 20 and 80 depending on the level of the professional qualification.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Collective agreement	Regular additional payment	All	BGN 20 for working with pupils with special educational needs.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Ordinance No 15 2019 s issued by the Minister of Education and Science and the Collective labour agreement between the institutions. The last update is in January 2019 when the salaries were increased.

## Bulgaria

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Teacher qualification (Bachelor's degree in education or Bachelor's degree on specific field plus further formal teaching qualifications) plus five-year teaching experience
ISCED 1	Teacher qualification (Bachelor's degree in education or Bachelor's degree on specific field plus further formal teaching qualifications) plus five-year teaching experience
ISCED 24	Teacher qualification (Bachelor's degree in education or Bachelor's degree on specific field plus further formal teaching qualifications) plus five-year teaching experience
ISCED 34	Teacher qualification (Bachelor's degree in education or Bachelor's degree on specific field plus further formal teaching qualifications) plus five-year teaching experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Basic school (preparatory groups + I – IV grade)	8 393	13 216	100 %
ISCED 1	Basic school (I – VII grade)	8 393	13 216	100 %
ISCED 24	Secondary school (I – XII grade)	8 393	13 216	100 %
ISCED 34	Secondary and vocational school (VIII – XII grade)	8 393	13 216	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Local authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ordinance No 15 2019 s issued by the Minister of Education and Science and the Collective labour agreement between the institutions. The last update is in January 2019 when the salaries were increased.

Explanatory notes

The management allowance is not included because it varies across school heads depending on performance.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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## Bulgaria

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	Statutory duty	All	For organising and monitor teachers' CPD
Working overtime	More than one	Incidental payment	All	It is set in the Rules for defining the work salaries of the school heads, issued by the Minister of Education and Science. In the Collective agreement is established exact amounts per hour (BGN 6.00).
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	All	For organising and monitoring national external evaluation between BGN 50 and 500.

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	Top level	Regular additional payment	All	BGN 100 for the highest professional qualification – 1 level
Outstanding performance	Top level	Progression in pay range	All	The amount of the management allowance depends on school heads' performance.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Collective agreement	Regular additional payment	All	BGN 20 for working with pupils with special educational needs. Otherwise, there is a separate scale for basic statutory salary for heads of special schools.
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	Top level	Regular additional payment	All	BGN 30 per month for managing a double shift school.

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Ordinance No 15 2019 is issued by the Minister of Education and Science and the Collective labour agreement between the institutions

## Czech Republic

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Certificate on completing upper secondary education with <i>Maturita</i> examination in a field aimed specially at pre-primary school teacher training (ISCED 354)	12 014	12 528	12 855	14 305	100 %	32
ISCED 1	Master's degree (ISCED 746 or 747) and pedagogical qualification	12 902	13 744	14 351	16 922	100 %	32
ISCED 24	Master's degree (ISCED 746 or 747) and pedagogical qualification	12 902	13 744	14 351	17 016	100 %	32
ISCED 34	Master's degree (ISCED 746 or 747) and pedagogical qualification	12 902	13 790	14 351	16 969	100 %	32

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Government Regulation on Pay Terms of Employees in Public Services and Administration (salary tables with statutory salaries).  
Information system of salaries in the public sector of the Ministry of Finance – ISS (estimated data).

Explanatory notes

The annual gross statutory salary is calculated combining two different salary tables from the Government Regulation on Pay Terms of Employees in Public Services and Administration, one valid from September 2018 to December 2018 (4 months in school year 2018/19) and the second from January 2019 to August 2019 (8 months in school year 2018/19).

Salary tables consist of 6 pay categories (8th-10th for pre-primary teachers, 11th-13th for primary and secondary teachers) depending on complexity, responsibility and demandingness of the work they perform, and 7 pay grades according to the length of professional experience (0-2 years, 2-6 years, 6-12 years, 12-19 years, 19-27 years, 27-32 years, 32+ years). Teachers are placed to the 10th pay category (pre-primary teachers) and to the 13th pay category (primary and secondary teachers) only on exceptional circumstances (usually school counsellors with completed prescribed qualification).

The reported statutory salaries are estimates combining the salary tables with data on number of teachers in each pay category and pay grade according to the database ISS 2017 and ISS 2018 (reference year 2017/18).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2017/18

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	13 167	12 041	12 727	13 568	13 845	13 085	13 167
ISCED 1	15 812	13 837	15 041	16 338	17 067	15 649	15 820
ISCED 24	15 695	13 880	15 072	16 459	17 183	15 699	15 695
ISCED 34	16 249	14 262	15 208	16 685	17 444	16 385	16 194

Source

Information system of salaries in the public sector of the Ministry of Finance (ISS), database "Information system of salaries in the public sector"

Explanatory notes

The percentage of teachers for the reference year 2017/18 is calculated from the ISS databases for 2017 and 2018.

## Czech Republic

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	% of salary	All	Leadership of other employees set in the percentage of the highest salary step in the given category: 5-50 % according to the level of leadership. The school head sets the criteria for assigning the exact amount.
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	An allowance for direct teaching above a specified range for teachers is equal to a double of the hourly average earnings for every hour of direct teaching.
Student counselling	More than one	Regular additional payment	1, 24, 34	School prevention specialist in the area of social-risky behaviour prevention is entitled to CZK 1 000-2 000 monthly (further qualification required). School head decides on exact amount. School counsellor performing specialized methodical and complex counselling activities provided that he/she has fulfilled the further qualification defined by law is entitled to progression to higher salary category (see below).
Running extracurricular activities	More than one	% of salary	All	Individual allowances can be paid for performing additional tasks such as administration of a school library, checking school materials, organising school competitions, mentoring and support for other teachers. The individual allowance can amount to 50 % (in some cases up to 100 %) of the pay rate of the highest pay grade of the pay category. The exact amount is within the discretion of the school head.
Providing support or training for other teachers	More than one	% of salary	All	Teachers can also get the individual allowance (see above) for supporting other teachers.
Form teacher / tutor responsibilities	More than one	Regular additional payment	1, 24, 34	Allowance for a 'class teacher': CZK 500-1 300 monthly. School head sets the criteria for assigning the exact amount.
Supporting mentoring / induction programmes	More than one	% of salary	All	Teachers can also get the individual allowance (see above) for mentoring new teachers.
Other	More than one	Incidental payment	All	Remuneration for the successful completion of an extraordinary or exceptionally important work task. School head decides on exact amount.

## Allowances related to teachers' qualifications, training and performance

	a	a	All	
Further formal qualifications				
Successful completion of CPD	More than one	Regular additional payment	1, 24, 34	Performance of specialized activities requiring further qualifications, such as coordination in the area of ICT, developing and coordination of the School Education Programmes, prevention of social-risky behaviour, performing specialized activities in the area of environmental education, specialised activities of SEN specialist in school speech therapy, and specialised activities related to the spatial orientation of visually disabled children and pupils, is awarded by the allowance of CZK 1 000-2 000 monthly. The school head sets the criteria for assigning the exact amount. The weekly direct teaching activity of a teacher who works as an ICT methodist is reduced by 1 to 5 lessons, depending on the school size.
Outstanding performance in teaching	More than one	% of salary	All	The individual allowance can also be paid for the continuing excellent performance at work. The teacher performance is evaluated by the school head.
Other	More than one	Progression in pay range	1, 24, 34	Specialised methodological activity in the area of pedagogy and psychology which requires further qualification – study for school counsellors. The position allows to progress to higher salary category (from 12 to 13). The extent of weekly direct teaching activity of teachers who perform the function of a school counsellor is reduced by 1-5 lessons a week, depending on the school size.

## Allowances related to teaching conditions

	More than one	% of salary	All	
Teaching SEN students (in mainstream classes/schools)				The individual allowance (see above) can also be granted for teaching in classes integrating pupils with special needs. Teachers working with students with special educational needs in special schools, classes or groups may get a monthly allowance of CZK 750-2 500. School head sets the criteria for assigning the exact amount.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	More than one	Regular additional payment	1, 24, 34	Teachers working in classes with pupils of different age: CZK 750-2 500 monthly. School head sets the criteria for assigning the exact amount.

## Other criteria

	a	a	All	
Residence/accommodation allowance				
Family status	a	a	All	There are no teachers allowances related to the family status. According to general legislation, however, teacher as every citizen can apply for child benefits – the criteria are based on family income.
Other	More than one	Incidental payment	All	There is also possibility to grant employee a special pay (pay completely outside the salary system) to appraise their work by the employer, e.g. at an anniversary.

## Source

Labour Code (Sb. 262/2006); Government Regulation on Pay Terms of Employees in Public Services and Administration (Sb. 341/2017); Guidelines of the MEYS for Remuneration of the Educational Staff and other Employees of Schools and Schools Facilities and their Assorting into Salary Categories based on Work Catalogue (Internal Regulation of the Ministry); Government Regulation on Determination of Direct Educational, Special Needs, and Educational and Psychological Activities of Pedagogical Staff (Sb.75/2005).

## Czech Republic

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	Certificate on completing upper secondary education with <i>Maturita</i> examination in a field aimed specially at pre-primary school teacher training (ISCED 354), 3 years' professional experience, and specific training for school heads
ISCED 1	Master's degree (ISCED 746 or 747), 4 years' professional experience, and specific training for school heads
ISCED 24	Master's degree (ISCED 746 or 747), 4 or 5 years' professional experience and specific training for school heads
ISCED 34	Master's degree (ISCED 746 or 747), 5 years' professional experience, and specific training for school heads

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	12 435	14 725	100 %
ISCED 1	All schools	12 996	17 577	100 %
ISCED 24	All schools	12 996	17 577	100 %
ISCED 34	All schools	12 996	17 717	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

Authority level determining the statutory salaries of school heads	
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

- Government Regulation on Pay Terms of Employees in Public Services and Administration (Sb. 341/2017) (<https://aplikace.mvcr.cz/sbirka-zakonu/>)
- Information system of salaries in the public sector of the Ministry of Finance (ISS)

## Explanatory notes

The annual gross statutory salary is calculated combining two different salary tables from the Government Regulation on Pay Terms of Employees in Public Services and Administration, one valid from September 2018 to December 2018 (4 months in school year 2018/19) and the second from January 2019 to August 2019 (8 months in school year 2018/19).

School heads can be assigned to 5 pay categories (9th-11th for pre-primary school heads, 12th-13th for primary and secondary school heads) and 7 pay grades according to the length of their professional experience (0-2 years, 2-6 years, 6-12 years, 12-19 years, 19-27 years, 27-32 years, 32+ years).

The reported salaries do not include the management allowance that all school heads receive, which can amount to between 15 % and 60 % of the highest grade for each pay category.

The reported statutory salaries are estimates combining the salary tables with data on number of school heads in each pay category and pay grade according to the database ISS 2017 and ISS 2018 (reference year 2017/18).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2017/18

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	18 687	16 233	17 304	18 843	19 283	19 770	18 679
ISCED 1	24 620	20 323	22 431	24 628	25 991	25 442	24 184
ISCED 24	24 620	20 323	22 431	24 628	25 991	25 442	24 184
ISCED 34	26 097	21 102	22 727	25 956	27 557	26 482	25 645

## Source

Information system of salaries in the public sector of the Ministry of Finance (ISS)

The Ministry of Education, Youth and Sports use data on teachers' and school heads' salaries from the database of the Ministry of Finance. This database is called "Information system of salaries in the public sector". The Ministry of Education, Youth and Sports is not responsible for correctness of this database.

## Explanatory notes

Estimated data. Basic schools include primary and lower secondary education. Therefore, salaries for the ISCED level 1 and 24 are the same.

It is not possible to separate lower grades of multi-years *gymnazia* (ISCED 24) and vocational programmes of secondary education (ISCED 35), thus they are included in upper secondary (ISCED 34).

## Czech Republic

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	More than one	% of salary	All	Leadership of other employees set in the percentage of the highest salary step in the given category: 5-60 % according to the level of leadership.
Working overtime	Top level	% of salary	All	Overtime pay for work above the statutory weekly working hours is at least 25 % of the average hourly earnings.
Student counselling	More than one	Regular additional payment	1, 24, 34	School prevention specialist in the area of social-risky behaviour prevention is entitled to CZK 1 000-2 000 monthly (further qualification required). School counsellor performing specialized methodical and complex counselling activities provided that he/she has fulfilled the further qualification defined by law is entitled to progression to higher salary category (see below).
Running extracurricular activities	More than one	% of salary	All	Individual allowances can be paid for performing additional tasks such as administration of a school library, checking school materials, organising school competitions, mentoring and support for other teachers. The individual allowance can amount to 50 % (in some cases up to 100 %) of the pay rate of the highest pay grade of the pay category.
Providing support or training for other teachers	More than one	% of salary	All	School heads can also get the individual allowance (see above) for supporting other teachers.
Form teacher / tutor responsibilities	More than one	Regular additional payment	1, 24, 34	Allowance for a 'class teacher': CZK 500-1 300 monthly.
Supporting mentoring / induction programmes	More than one	% of salary	All	School heads can also get the individual allowance (see above) for mentoring new teachers.
Other	More than one	Incidental payment	All	Remuneration for successful completion of an extraordinary or exceptionally important work task.

## Allowances related to qualifications, training and performance

Further formal qualifications	a	a	All	
Successful completion of CPD	More than one	Regular additional payment	1, 24, 34	Performance of specialized activities requiring further qualifications, such as coordination in the area of ICT, developing and coordination of the School Education Programmes, prevention of social-risky behaviour, performing specialized activities in the area of environmental education, specialised activities of SEN specialist in school speech therapy, and specialised activities related to the spatial orientation of visually disabled children and pupils: CZK 1 000-2 000 monthly. The weekly direct teaching activity of a teacher who works as an ICT methodist is reduced by 1 to 5 lessons, depending on the school size.
Outstanding performance	More than one	% of salary	All	The individual allowance can also be paid for the continuing excellent performance at work. School head's performance is evaluated by the statutory authority, namely the local or regional authority.
Other	Top level	Progression in pay range	1, 24, 34	Specialised methodological activity in the area of pedagogy and psychology which requires further qualification - study for school counsellors. The position allows to progress to higher salary category (from 12 to 13). The extent of weekly direct teaching activity of teachers who perform the function of a school counsellor is reduced by 1-5 lessons a week, depending on the school size.

## Allowances related to working conditions

Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

Residence / accommodation allowance	a	a	All	
Family status	a	a	All	There are no school heads allowances related to the family status. According to general legislation, however, he or she as every citizen can apply for child benefits – the criteria are based on family income.
Other	More than one	Incidental payment	All	There is also possibility to grant employee a special pay (pay completely outside the salary system) to appraise their work by the employer, e.g. at an anniversary.

## Source

The Labour Code (Sb. 262/2006); The Government Regulation on Pay Terms of Employees in Public Services and Administration (Sb. 341/2017); The Guidelines of the MEYS for Remuneration of the Educational Staff and other Employees of Schools and Schools Facilities and their Assorting into Salary Categories based on Work Catalogue (Internal Regulation of the Ministry); The Government Regulation on Determination of Direct Educational, Special Needs, and Educational and Psychological Activities of Pedagogical Staff (Sb.75/2005).

## Denmark

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Professional Bachelor's Degree (BA) of Social Education (ISCED 6)	45 622	51 751	51 751	51 751	100 %	10
ISCED 1	Grades 2-7: Professional Bachelor Degree's (BA) of Teacher Education (ISCED 6) Grade 1: Professional Bachelor Degree's (BA) of Social Education ( <i>børnehaveklasseledere</i> ) (ISCED 6)	52 594	58 384	60 532	60 532	100 %	12
ISCED 24	Professional Bachelor Degree's (BA) of Teacher Education (ISCED 6)	52 861	59 105	61 115	61 115	100 %	12
ISCED 34	Master's Degree (ISCED 7)	50 345	65 426	65 426	65 426	100 %	7

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

The national salary scale and additional national salary regulations decided by collective agreements between the national teacher unions and the national authorities for public employers, i.e. Local Government Denmark (KL) and the Ministry of Finance (Public Sector Innovation). The newest collective agreement (OK18) sets the framework for the working conditions including salaries for the period of 1 April 2018 to 31 March 2021.

Explanatory notes

The reported salaries for teachers at primary level is a weighted average between teachers at grade 1 (*børnehaveklasse/class 0*) and teachers at grade 2-7 (class 1-6). Teachers at grade 1-7 are the same as at lower secondary level and their salary is from the same salary scale. The salary for teachers at grade 1 (*børnehaveklasseledere*) is a little lower and regulated by another salary scale.

The statutory salaries reported in this sheet includes only the part of social security and pension scheme contributions paid by the employees.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	51 346	46 970	51 564	53 185	54 442	50 083	51 456
ISCED 1	62 132	56 938	62 204	63 470	65 198	61 841	62 233
ISCED 24	62 555	57 300	62 759	64 041	66 021	62 295	62 669
ISCED 34	74 479	62 803	74 239	78 911	81 489	75 172	73 870

Source

Data for ISCED 02, 1 + 2 is from National statistical database for Danish municipalities and regions (*Kommunernes og Regionernes Løndatakontor*) – <https://www.krl.dk/#/sirka>

Data for ISCED 34 (upper secondary general) is from the national statistical database ISOLA (Agency for Modernisation – Ministry of Finance – <https://isola.modst.dk>)

Info: <https://modst.dk/systemer/personalestatistik/brugervejledning/>

Explanatory notes

The reported actual salaries refer to all teachers by ISCED level. The part of pension contributions paid by employers has been excluded.

## Denmark

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	Regular additional payment	All	At primary and lower secondary level where the teacher who handles the deputy function at schools where no deputy is employed is granted a supplement of DKK 15 400. At upper secondary level (ISCED 34), the job as deputy school leader is regulated by special collective agreement like the agreement for school leaders. The salary for deputy school leaders will typically be higher than the top salary for teachers, but lower than the principal's salary. The highest ranked management posts, where teachers participate in management, i.e. deputy school leader or head of department, are compensated with additional pay and regulated by collective agreements. A larger number of teachers with subordinate management tasks such as project managers, managers of professional groups will typically be compensated with time reduction and/or additional payment. Decision on this is typically taken at the local school level by the school leader.
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	More than one	Regular additional payment	1, 34	The collective agreement stipulates that the municipality/school management at ISCED levels 1 and 2, and the school management at ISCED 34, will decide on these allowances.
Running extracurricular activities	a	a	All	This task is not typically carried out by the schools, but instead it is local sports/game/drama-clubs/organizations that organize these events/activities.
Providing support or training for other teachers	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on these allowances. At ISCED levels 01, 1 and 24, an additional payment of DKK 10 000 can be payed as a 'teaching guidance allowance'.
Form teacher / tutor responsibilities	More than one	Statutory duty	1, 24, 34	At ISCED levels 1 and 2, the municipality/school management can take the specific decisions locally, but there is no additional payment for doing this task. At ISCED 34, it is decided through collective agreement that the school management can take the specific decisions locally.
Supporting mentoring / induction programmes	More than one	Statutory duty	All	At ISCED 02, 1 and 2, the municipality/school management can take the specific decisions locally, but there is typically no additional payment for doing this task, although at some schools extra payment is a possibility. At ISCED 34, it is decided through collective agreement that the school management can take the specific decisions locally. Teachers usually have a reduction in the teaching time although an extra payment may also be possible.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

Further formal qualifications	More than one	Regular additional payment	34	At upper secondary level, the school management may grant an additional payment to teachers having a higher qualification than the minimum.
Successful completion of CPD	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on this allowance.
Outstanding performance in teaching	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on this allowance. The typical compensation nature is regular payments, which teachers can receive through assessment of teaching skills, personal skills etc.
Other	a	a	All	

## Allowances related to teaching conditions

Teaching SEN students (in mainstream classes/schools)	More than one	Regular additional payment	All	At ISCED 02, 1 and 2, it is decided through collective agreement that the municipality/school management can take the specific decisions locally, but normally no allowance is paid. At ISCED 34, it is to the discretion of the school management.
Teaching in a disadvantaged, remote or high-cost areas	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on this allowance. The payroll for teachers gives a little higher salary in high-cost areas. In order to attract teachers to areas where it is difficult to attract teachers, a higher salary is sometimes paid. Decisions about this are taken locally.
Other	a	a	All	

## Other criteria

Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Collective agreement between teacher unions (eg: BUPL/LC/Akademikeme) and national authority for employers (Ministry of Finance [Minister for Public Sector Innovation] and Local Government Denmark (KL))

## Denmark

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	There are no formal educational demands. However, it is general practice that school heads have a Professional Bachelor's Degree of Social Education (BA) (ISCED 6).
ISCED 1	School heads are required to have a teaching proficiency, but there are no formal educational demands. However, it is general practice that school heads have a Professional Bachelor's Degree of Education (BA) (ISCED 6).
ISCED 24	School heads are required to have a teaching proficiency, but there are no formal educational demands. However, it is general practice that school heads have a Professional Bachelor's Degree of Education (BA) (ISCED 6).
ISCED 34	Master Degree (ISCED 7)

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public institutions at pre-primary level (ISCED 02)	a	76 124	100 %
ISCED 1	All public institutions at primary level (ISCED 1)	65 715	77 194	100 %
ISCED 24	All public institutions at lower secondary level (ISCED 2). Most public schools include both ISCED 1 + 2, where school heads as teachers perform tasks for both levels.	65 715	77 194	100 %
ISCED 34	All public institutions with general upper secondary programmes (ISCED 34)	a	a	a

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range	Authority level determining the statutory salaries of school heads
ISCED 02					ISCED 02 More than one authority level
ISCED 1					ISCED 1 Collective agreement
ISCED 24					ISCED 24 Collective agreement
ISCED 34					ISCED 34 More than one authority level

## Source

Collective agreements at national level and national salary scales:

<https://www.kl.dk/media/17018/o18-6901-overenskomst-for-paedagogisk-uddannet-personale-ansat-i-lederstillinger-i-kommunerne.pdf>

<https://modst.dk/media/34204/045-19.pdf>

## Explanatory notes

At ISCED 02, 1 and 2, the national salary scale and additional national salary regulations are decided by collective agreements between the national unions and the national authorities for public employers, i.e. Local Government Denmark (KL) and the Ministry of Finance (Public Sector Innovation). In addition to the reported statutory salaries, in accordance with the general salary scale in the collective agreement, each head will typically be granted personal bonuses that are decided by local authorities or by collective agreements at local level. These personal bonuses are not included in the reported statutory salaries.

At ISCED 34, the new collective agreement stipulated that as from January 2019 school heads will not receive a statutory salary but negotiate with the school board a total salary, including allowances.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	66 362	58 259	62 805	66 693	68 489	68 943	66 000
ISCED 1	88 714	80 211	84 403	89 595	90 639	90 682	86 612
ISCED 24	88 714	80 211	84 403	89 595	90 639	90 682	86 612
ISCED 34	119 408	m	112 836	119 683	122 728	117 592	121 900

## Source

Data for ISCED 02, 1 + 2 is from National statistical Danish municipalities and regions (*Kommunernes og Regionernes Løndatakontor*) – <https://www.krl.dk/#/sirka>

Data for ISCED 34 (upper secondary general) is from the national statistical database ISOLA (Agency for Modernisation – Ministry of Finance – <https://isola.modst.dk>)

Info: <https://modst.dk/systemer/personalestatistik/brugervejledninger/>

## Explanatory notes

The reported actual salaries refer to all school heads by ISCED level. The part of pension contributions paid by employers has been excluded.

## Denmark

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	Incidental payment	02, 1, 24	At ISCED 02, 1 and 2, the allowance is usually rewarded with a one-off payment although a regular payment is also possible. At ISCED 34, it is to the discretion of the school board.
Working overtime	Local	Incidental payment	02, 1, 24	At ISCED 02, 1 and 2, local authorities may compensate school heads for overtime with an incidental additional payment. At ISCED 34, it is to the discretion of the school board.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	Regular additional payment	02, 1, 24	At ISCED 02, 1 and 2, local authorities may compensate school heads for further formal qualifications with a regular additional payment. At ISCED 34, it is to the discretion of the school board (not the local authority).
Successful completion of CPD	Local	Incidental payment	02, 1, 24	At ISCED 02, 1 and 2, local authorities may compensate school heads for the successful completion of CPD activities with an incidental additional payment. At ISCED 34, it is to the discretion of the school board (not the local authority).
Outstanding performance	Local	Incidental payment	02, 1, 24	Primary and lower secondary schools must deliver every second year to the municipality's school department a comprehensive description of the quality of the school. Accordingly, a development contract with areas of action to be taken or continued at the school is concluded (typically for 2 years) as well as a performance contract for the school leader. An annual assessment of the results may entitle the school head to get an annual allowance. At ISCED 34, the decision is taken by the school board. Usually, results-based-contracts are negotiated for the school head at the start of the school year. The contract typically states that if the school head fulfils a goal set up by the school board, then the school head will be rewarded with a bonus.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	Statutory duty	All	ISCED 02: In ECEC facilities, all children are enrolled no matter their special needs. ISCED 1 and 2: It is very normal for schools to have students with special educational needs enrolled in mainstream classes, but no extra allowance is granted to the school head for this reason. ISCED 34: Typically, all students at ISCED 34 general programmes have the basic proficiencies/skills to start on the education because there are academic requirements that need to be met in order to be enrolled.
Schools in disadvantaged, remote or high-cost areas	Local	Regular additional payment	All	In order to attract school heads to areas where it is difficult to attract school heads, a higher salary is sometimes paid.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Collective agreement between school head unions (eg: *Akademikerne*, CO10 and LC) and national authority for employers (Ministry of Finance) and Local Government Denmark (KL)

## Germany

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Qualification of Kindergarten teacher training programme (3 years, ISCED 6)	m	m	m	m	m	m
ISCED 1	Master of Education or Equivalence (ISCED 7 or 8) plus preparatory service (12-24 months)	50 029	58 173	61 403	65 784	100 %	m
ISCED 24	Master of Education or Equivalence (ISCED 7 or 8) plus preparatory service (12-24 months)	55 153	64 041	66 827	72 373	100 %	m
ISCED 34	Master of Education or Equivalence (ISCED 7 or 8) plus preparatory service (12-24 months)	58 542	66 956	70 304	82 027	100 %	m

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	Collective agreement
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

*Besoldungsgesetze der Länder* and *Tarifvertrag der Länder*, Calculation of the Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany.

Explanatory notes

Salaries represent a weighted average of the data available at *Länder* level for civil servants and salaried employees. The salaries include general post allowances where applicable, special annual payments and holiday pay.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	58 847	m	m	m	m	ISCED 1	m
ISCED 24	64 599	m	m	m	m	ISCED 24	m
ISCED 34	69 457	m	m	m	m	ISCED 34	m

Source

The Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany

Explanatory notes

Salaries represent a weighted average of the data available at *Länder* level for civil servants and salaried employees. The salaries include general post allowances where applicable, special annual payments and holiday pay. Figures provided for actual salaries are estimates.

For civil servants, the family allowance is not included in the salaries. Disaggregated information on the amount of the family allowance is not available. The family allowance varies according to the salary group and the family circumstances of the civil servant. Level 1 relates to the family situation of the civil servant, while levels 2 and above relate to the number of children. The family allowance also varies across the *Länder*. Salaried employees do not receive family allowances.

## Germany

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	1, 24, 34	The family allowance varies according to the salary group and the family circumstances of the civil servant. Level 1 relates to the family situation of the civil servant, while levels 2 and above relate to the number of children he or she has. The family allowance also varies across the <i>Länder</i> .
Other	Top level	Progression in pay range	All	General post allowance for <i>Studienräte</i> in salary group A13. A fixed amount that varies between the <i>Länder</i> . The general post allowance may not exceed 75 per cent of the difference between the final base salary of the salary group the public servant is in and the final base salary of the next higher salary group.

## Source

The Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany

## Germany

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	
ISCED 1	m	m	m	
ISCED 24	m	m	m	
ISCED 34	m	m	m	

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

## Source

Data not available

## Explanatory notes

-

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

## Source

Data not available

## Explanatory notes

-

## Germany

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	m	m	All	
Working overtime	m	m	All	
Student counselling	m	m	All	
Running extracurricular activities	m	m	All	
Providing support or training for other teachers	m	m	All	
Form teacher / tutor responsibilities	m	m	All	
Supporting mentoring / induction programmes	m	m	All	
Other	m	m	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	m	m	All	
Successful completion of CPD	m	m	All	
Outstanding performance	m	m	All	
Other	m	m	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	m	m	All	
Schools in disadvantaged, remote or high-cost areas	m	m	All	
Other	m	m	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	m	m	All	
Family status	m	m	All	
Other	m	m	All	

Source

The Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* in the Federal Republic of Germany

## Estonia

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Higher education and pedagogical competences.	a	a	a	a	a	a
ISCED 1	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	14 600	a	a	a	a	a
ISCED 24	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	14 600	a	a	a	a	a
ISCED 34	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	14 600	a	a	a	a	a

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	Local authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Regulations: Basic Schools and Upper Secondary Schools Act – <https://www.riigiteataja.ee/en/eli/501022018002/consolide>;  
 Preschool Child Care Institutions Act – <https://www.riigiteataja.ee/en/eli/529012018008/consolide>;  
 Qualification Requirements for Heads of School, Head Teachers, Teachers and Support Specialists – <https://www.riigiteataja.ee/akt/130082013005>;  
 The Regulation of Basic Schools and Upper Secondary Schools Teacher Minimum Salary – <https://www.riigiteataja.ee/akt/122122018024>

## Explanatory notes

The data on the annual gross statutory salary refers to the fixed minimum wage that applies for all teachers. The notion of starting statutory salary depending on the level of qualification (minimum or maximum) does not exist in Estonia.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2017/18

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	12 024	m	m	m	m	m	m
ISCED 1	17 089	m	m	m	m	m	m
ISCED 24	17 089	m	m	m	m	m	m
ISCED 34	17 089	m	m	m	m	m	m

## Source

State Accounting System, Estonian Education Information System (<http://www.ehis.ee>)

## Explanatory notes

The total cost of wages of public school teachers and municipal kindergarten teachers is divided by the number of teachers (all ages) in full-time equivalents. Data are based on the average gross salaries in the reference period.

## Estonia

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	% of salary	All	
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	
Student counselling	School level	% of salary	All	
Running extracurricular activities	School level	Incidental payment	All	
Providing support or training for other teachers	School level	Incidental payment	All	
Form teacher / tutor responsibilities	School level	% of salary	1, 24, 34	Form teachers receive a higher base salary or an additional payment.
Supporting mentoring / induction programmes	School level	% of salary	All	Teachers with mentoring responsibilities receive a higher base salary or an additional payment.
Other	m	m	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	School level	Incidental payment	All	Teachers may get rewarded at local and school level. At national level, teachers awarded in the event <i>Aasta õpetaja gala</i> (The teacher of the year) get a financial reward.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	1, 24, 34	Schools get additional resources, but the allocation of funds is within the discretion of the school head.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Monetary compensation for performing other task is not regulated statutorily. The reported allowances are based on common practice. Information comes from the fiscal and general education department.

## Estonia

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Higher education (ISCED 5 or higher) and pedagogical and leadership competencies
ISCED 1	Master degree (ISCED 7) or equivalent qualification and leadership competencies
ISCED 24	Master degree (ISCED 7) or equivalent qualification and leadership competencies
ISCED 34	Master degree (ISCED 7) or equivalent qualification and leadership competencies

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	a	a	a	a
ISCED 34	a	a	a	a

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	a
ISCED 1	a
ISCED 24	a
ISCED 34	a

## Source

Regulations:

Basic Schools and Upper Secondary Schools Act (<https://www.riigiteataja.ee/en/eli/501022018002/consolide>);  
 Preschool Child Care Institutions Act (<https://www.riigiteataja.ee/en/eli/529012018008/consolide>)

## Explanatory notes

Salaries of school heads are not statutorily defined.

Employment contracts with the heads of municipal schools are concluded by the rural municipality or city mayor or an official authorized by the mayor. Contracts with the heads of state primary and secondary schools are concluded by the minister responsible for the field or an authorized official.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2017/18

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	17 621	m	m	m	m	m	m
ISCED 1	20 432	m	m	m	m	m	m
ISCED 24	20 432	m	m	m	m	m	m
ISCED 34	20 432	m	m	m	m	m	m

## Source

State Accounting System

## Explanatory notes

The total cost of wages of (all ages) public school heads and municipal kindergarten heads is divided by the number of heads in full-time equivalents. Data are based on the average gross salaries for the reference period.

## Estonia

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	m	All	
Working overtime	Local	m	All	
Student counselling	Local	m	All	
Running extracurricular activities	Local	m	All	
Providing support or training for other teachers	Local	m	All	
Form teacher / tutor responsibilities	Local	m	All	
Supporting mentoring / induction programmes	Local	m	All	
Other	Local	m	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	m	All	
Successful completion of CPD	Local	m	All	
Outstanding performance	Local	m	All	
Other	Local	m	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Local	m	All	
Schools in disadvantaged, remote or high-cost areas	Local	m	All	
Other	Local	m	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Allowances are not regulated by law. The information provided represents the common practice.

## Ireland

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Major Award at Level 5 on the National Framework of Qualifications or equivalent (ISCED 4)	a	a	a	a	a	a
ISCED 1	Bachelor of Education (pass degree) (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	36 318	50 499	58 662	68 213	22.8 %	m
ISCED 24	Bachelor of Education (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	36 318	50 499	58 662	68 213	22.3 %	m
ISCED 34	Bachelor of Education (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	36 318	50 499	58 662	68 213	22.3 %	m

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	a
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Circular Letter 0051/2018 Department of Education and Skills relating to salary scales from 1 October 2018. Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0051\\_2018.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0051_2018.pdf); Circular Pay 0004/2010 Department of Education and Science.

Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0004\\_2010.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0004_2010.pdf)

## Explanatory notes

Salaries for practitioners in early childhood settings are set by the owners of the settings which are private entities. The only requirement on the settings is that the practitioners are paid at least the national minimum

wage for an experienced adult employee in accordance with the National Minimum Wage Act. Since 1 January 2018, the national minimum wage was €9.55 per hour which increased to €9.80 per hour on 1 January 2019.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	56 478	48 130	58 722	66 635	71 094	53 530	56 946
ISCED 24	60 089	46 601	60 882	69 139	72 918	59 998	60 130
ISCED 34	60 089	46 601	60 882	69 139	72 918	59 998	60 130

## Source

Department of Education and Skills

## Explanatory notes

The reported actual salaries correspond to the average of the second payroll in February 2019 (full-time equivalents).

## Ireland

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	1, 24, 34	At ISCED 1, deputy principals of schools with up to 23 teachers have a full complement of teaching duties i.e. responsibility for a mainstream class setting or a cohort of pupils with special educational needs. The allowance for deputy principals at ISCED 1 with teaching duties ranges from €3 769 to €13 051 in accordance with the number of teachers in the school. Schools at ISCED 1 with 24 mainstream teachers or more (i.e. 637 pupils or more) have administrative deputy principals who are not required to have teaching duties. The allowance for deputy principals at ISCED 1 without teaching duties ranges from €13 051 to €18 966. At ISCED 24 and ISCED 34, deputy principals in schools with 1-400 students have teaching duties which vary in accordance with student enrolment. The allowance for Deputy Principal Teachers with teaching duties at ISCED 24 and 34 ranges from €3 769 to €15 878 in accordance with the teacher Whole Time Equivalents in the school based on student enrolment. For example, deputy principals in schools with student enrolment between 300 and 400 students may have up to 25 % of their time allocated to teaching duties. Deputy principals in schools of more than 400 students (21 teacher Whole Time Equivalents or more) typically do not have teaching duties. The allowance for such Deputy Principals ranges from €17 088 to €27 217 in accordance with the teacher Whole Time Equivalents based on student enrolment. There is a set allowance of €8 520 and €3 769 respectively for assistant principal and special duties teachers at ISCED 1, ISCED 24 and ISCED 34 who have a full complement of teaching duties.
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	1, 24, 34	Teachers may be employed in July provision which is a scheme available to children with autistic spectrum disorders and severe to profound learning disabilities during the month of July when schools are closed for the summer. The scheme operates in two ways, home based provision and school based provision. At ISCED 1, there are two payment options available to permanent qualified primary teachers who are a) Registered in the primary sector and b) Teaching in the primary sector during the July Programme. Option 1: Additional salary to include allowances where payable, and calculated on the basis of each day worked. Option 2: The qualified primary hourly rate for each standard full school day (5 hours and forty minutes) of the programme, Monday to Friday only. At ISCED 1, the hourly rate for qualified teachers who work in the July provision is €37.67. At ISCED 24 and ISCED 34, there are two payment options available to permanent qualified post primary teachers who are: a) Registered in the post primary sector and b) Teaching in the post primary sector during the July Programme. Option 1: Additional salary to include allowances where payable and calculated on the basis of each day worked. Option 2: The qualified post primary hourly rate for each standard full school day of the programme, Monday to Friday only. At ISCED 24 and 34, the hourly rate for qualified teachers who work in the July provision is €45.28. The Department of Education has set up an implementation group to consider reforms to the July Provision scheme. A part of that work involves consulting a number of other government departments and State agencies on the current operation of the scheme.

## Allowances related to teachers' qualifications, training and performance

Further formal qualifications	Top level	Regular additional payment	1, 24, 34	Teachers currently in the teaching profession that entered the system prior to 2011 (77.2 % at ISCED 1; 77.7 % at ISCED 24 and 34) get specific qualification allowances. For primary degree (Honours), €4 918; at secondary level, an additional €591 for a Post Graduate Diploma in Education (Pass). Teachers at the top of the salary scale after 10 years also receive a long service allowance of €2 324. These allowances are not included in the salaries of teachers who commenced teaching from or on 1 January 2011.
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	There is no remuneration in teacher salary scales in recognition of outstanding performance. Evaluations are only carried out of the work of individual teachers as part of whole school or subject inspections carried out by the Inspectorate, Department of Education and Skills. Individual teacher appraisal is not a feature of the educational system except during the teacher's probation at primary level (which is currently being phase out) or in instances where a teacher is deemed to be significantly underperforming.
Other	a	a	All	

## Allowances related to teaching conditions

Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	Top level	Regular additional payment	1, 24, 34	For teachers at ISCED 1, ISCED 24 and ISCED 34 who started teaching prior to January 2011, the annual allowance for teaching in an island school is €1 842, the allowance for teaching in an Irish speaking area (Gaeltacht) is €3 063, and the allowance for teaching through Irish in an Irish-medium school outside of the Gaeltacht is €1 583. These allowances are not included in the salaries of teachers who commenced teaching from or on 1 January 2011.

## Other criteria

Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source:

Department of Education and Skills Circular 0004/2010; Governance Manual for Primary Schools 2019-2023

Available at: <https://www.education.ie/en/Schools-Colleges/Information/Boards-of-Management/governance-manual-for-primary-schools-2019-2023.pdf>

# Ireland School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	a
ISCED 1	Bachelor of Education (Pass) (ISCED 6) or Primary Degree (Pass) (ISCED 6) with Post-Graduate Diploma in Education (ISCED 7). Also must be registered with the Teaching Council. Applicants for principal positions in schools with 80 pupils or less are not required to have a specific amount of recognised teaching service. Applications for principal positions in schools with more than 80 pupils are required to have a minimum of five years recognised teaching service.
ISCED 24	Primary Degree (Pass) (ISCED 6) and Post Graduate Diploma in Education (ISCED 7) or Bachelor of Education (pass) (ISCED 6). Applicants for principal positions must be registered with the Teaching Council and have a minimum of five years wholtime teaching service.
ISCED 34	Primary Degree (Pass) (ISCED 6) and Post Graduate Diploma in Education (ISCED 7) or Bachelor of Education (pass) (ISCED 6). Applicants for principal positions must be registered with the Teaching Council and have a minimum of five years wholtime teaching service.

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Schools with less than 80 pupils	45 628	79 847	m
ISCED 24	Schools with 1 to 5 teachers	58 920	80 917	m
ISCED 34	Schools with 1 to 5 teachers	58 920	80 917	m

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Schools with 36 teachers or more	72 953	100 792	m
ISCED 24	Schools with 60 teachers or more	92 079	114 076	m
ISCED 34	Schools with 60 teachers or more	92 079	114 076	m

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range	Authority level determining the statutory salaries of school heads
ISCED 02	a	a	a	a	ISCED 02
ISCED 1	Average school size of 180 pupils (administrative principal and 7 teachers)	53 609	81 448	m	ISCED 1
ISCED 24	Average school size of 503 students (26 teachers)	79 386	101 383	m	ISCED 24
ISCED 34	Average school size of 503 students (26 teachers)	79 386	101 383	m	ISCED 34

#### Source

Circular Letter 0051/2018 Department of Education and Skills relating to salary scales from 1 October 2018.

Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0051\\_2018.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0051_2018.pdf).

Circular 0004/2010 for allowances paid to principals and additional allowances paid to teachers who commenced teaching prior to February 2012.

Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0004\\_2010.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0004_2010.pdf).

Governance Manual for Primary Schools 2019-2023.

Available at: <https://www.education.ie/en/Schools-Colleges/Information/Boards-of-Management/governance-manual-for-primary-schools-2019-2023.pdf>.

Department of Education and Skills Circular 0010/2018. Staffing arrangements in Primary Schools for the 2018/19 school year

Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0010\\_2018.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0010_2018.pdf).

Department of Education and Skills Circular 0010/2018 Appendix A Schedule of Enrolment of Pupils Governing the Appointment and Retention of Mainstream Class Teachers in Ordinary Schools, *Gaelscoileanna* and *Gaeltacht* National Schools for the 2018/19 school year.

Available at: [https://www.education.ie/en/Schools-Colleges/Services/Teacher-Allocations/Teacher-Allocation/ta\\_primary\\_faq\\_circular\\_0010\\_2018.pdf](https://www.education.ie/en/Schools-Colleges/Services/Teacher-Allocations/Teacher-Allocation/ta_primary_faq_circular_0010_2018.pdf).

Department of Education and Skills Circular 0010/2018 Appendix B Enrolments required for Administrative Principal status and Administrative Deputy Principal status in Ordinary Schools, *Gaelscoileanna* and *Gaeltacht* National Schools for the 2018/19 school year.

Available at: [https://www.education.ie/en/Schools-Colleges/Services/Teacher-Allocations/Teacher-Allocation/ta\\_primary\\_faq\\_circular\\_0010\\_2018.pdf](https://www.education.ie/en/Schools-Colleges/Services/Teacher-Allocations/Teacher-Allocation/ta_primary_faq_circular_0010_2018.pdf).

Circular 0007/2018 VOLUNTARY SECONDARY SCHOOLS APPROVED ALLOCATION OF TEACHING POSTS 2018/19 SCHOOL YEAR.

Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0007\\_2018.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0007_2018.pdf).

Circular 0008/2018 COMMUNITY AND COMPREHENSIVE SCHOOLS APPROVED ALLOCATION OF TEACHING POSTS 2017/18 SCHOOL YEAR.

Available at: <https://circulans.gov.ie/pdf/circular/education/2018/08.pdf>.

Circular 0009/2018 EDUCATION AND TRAINING BOARDS APPROVED ALLOCATION OF TEACHING POSTS 2018/19 SCHOOL YEAR.

Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0009\\_2018.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0009_2018.pdf).

Department of Education and Skill: Statistical Bulletin Enrolments September 2018- Preliminary Results.

Available at: <https://www.education.ie/en/Publications/Statistics/Data-on-Individual-Schools/enrolments/statistical-bulletin-enrolments-september-2018-preliminary-results.pdf>.

Also data retained by the Department's Teacher Payments Section.

#### Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64		Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m	m
ISCED 1	78 482	65 115	73 926	81 886	84 799	ISCED 1	78 964	78 237
ISCED 24	103 168	90 882	95 919	103 272	107 223	ISCED 24	102 521	103 921
ISCED 34	103 168	90 882	95 919	103 272	107 223	ISCED 34	102 521	103 921

### Source

Department of Education and Skills

### Explanatory notes

The reported actual salaries correspond to the average of the second payroll in February 2019 (full-time equivalents).

## Ireland School Heads Allowances

### Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	All	Co-ordinating provision in July for pupils/students with autism. School heads at ISCED 1, 24 and 34 who co-ordinate July provision receive an additional salary that is calculated on the basis of each day worked and at a rate that is linked to their existing salary as principal.

### Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	All	Similar to teachers, principals who entered the teaching profession prior to 2011 and who prior to 2011, gained additional qualifications other than the minimum qualifications are paid allowances for the additional qualifications.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	Top level	Regular additional payment	1, 24, 34	For principals, at ISCED 1, ISCED 24 and ISCED 34 who started teaching prior to 2011, the allowance for working in an island school is 1 842 euro, the allowance for working in an Irish speaking area ( <i>Gaeltacht</i> ) is 3 063 euro, and the allowance for working through Irish in an all Irish school outside of the <i>Gaeltacht</i> is 1 583 euro.

### Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

### Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Circular 0004/2010 for allowances paid to principals and additional allowances paid to teachers who commenced teaching prior to February 2012.

Available at: [https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0004\\_2010.pdf](https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0004_2010.pdf) Appendix D Governance Manual for Primary Schools 2019-2023

Available at: <https://www.education.ie/en/Schools-Colleges/Information/Boards-of-Management/governance-manual-for-primary-schools-2019-2023.pdf>

Also data retained by the Department's Teacher Payments Section.

## Greece

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Relevant Bachelor's degree (ISCED 6) - plus examination (Supreme Council for Civil Personnel Selection (ASEP)) for permanent positions	13 104	15 917	17 156	25 816	100 %	36
ISCED 1	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 917	17 156	25 816	100 %	36
ISCED 24	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 917	17 156	25 816	100 %	36
ISCED 34	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 917	17 156	25 816	100 %	36

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ministry of Education, Research & Religious Affairs, Directorate for Remuneration and Other Allowances Accounting: Unit B. Legislation: Law 4024/2011 (G.G. 226/A), Law 4325/2015 (G.G. 47/A), Law 4354/2015 (G.G. 176/A), Circular of the General Accounting Office with ref. nr. 2-31029/ΔΕΠ/06.05.2016 (ΑΔΑ: ΩΛ9ΣΗ-0ΝΜ), Circular of the General Accounting Office with ref. nr. 2-78400-0022/14.11.2011 (ΑΔΑ: 4577Η-5ΕΤ)

Explanatory notes

Data on gross annual statutory salaries are reported on the basis that teachers complete certain years of work experience on 1 September 2018. The freezing of salaries is also taken into consideration. Following the directions for the implementation of Law 4354/2015 (ref. nr. 2-31029/ΔΕΠ/06.05.2016, directions for article 27), a month's salary in 2018 is the sum of the base salary of the frozen salary scales of 2011 and three quarters (3/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. Whereas, a month's salary in 2019 refers to the full salaries provisioned in Law 4325/2015 (G.G. 47/A), or a month's salary in 2019 is the sum of the base salary of the frozen salary scales of 2011 and four quarters (4/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. From 1 January 2018 salary progression has been activated.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	17 512	10 991	15 890	20 048	22 633	18 868	17 146
ISCED 1	17 512	10 991	15 890	20 048	22 633	18 868	17 146
ISCED 24	18 530	9 737	15 379	18 541	21 612	19 076	18 424
ISCED 34	18 530	9 737	15 379	18 541	21 612	19 076	18 424

Source

ITYE DIOFANTOS – ITYE DIAS (administrative payroll data)

Explanatory notes

Gross salaries include base salaries, and allowances given to individual teachers depending on their circumstances (e.g. number of dependent children, allowance for teaching in remote areas, etc.) before taxation and including all contributions paid by teachers for pension, insurance, solidarity, etc. Data for ISCED 1 include teachers in pre-primary schools (for children aged 4-5) supervised by the Hellenic Ministry of Education and Religious Affairs and in special needs education. Data for ISCED 34 include teachers in lower secondary education, special needs education, vocational education and adult education programmes for attainment of ISCED 24 level.

## Greece

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	There is overtime compensation when a teacher teaches more hours than required in normal situations. It is €10 gross per extra teaching hour, and it must not be for more than 20 hours per month.
Student counselling	a	Statutory duty	All	These tasks are performed by teachers but no allowance is granted.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	Statutory duty	All	Teachers in Greece who take on the responsibilities of a class teacher are required to do this by law and do not receive an allowance.
Supporting mentoring / induction programmes	a	Statutory duty	All	It is a teacher's responsibility to co-operate with teacher students and teachers participating in in-service training programmes (e.g. class observation for training or arrangement of training sessions within the class).
Other	a	Statutory duty	All	It is teachers' duty to participate in the school's teachers' board, that has a wide range of responsibilities in school administration (e.g. programming educational activities, school evaluation, safeguarding student health and safety, spotting needs for further teacher training and proposing to school counsellors topics of training programmes for serving teachers). Teachers must also perform administrative tasks related to the functioning of the school, which are not compensated economically.

## Allowances related to teachers' qualifications, training and performance

Further formal qualifications	Top level	Progression in pay range	All	The initial educational qualification is a Bachelor's degree, the possession of a relevant Master's or PhD degree is considered as additional years of experience as a teacher. The recognised additional years of service result in a higher salary grade.
Successful completion of CPD	a	a	All	Professional development is a teacher's responsibility but the legislation does not include provisions for monitoring teachers' successful completion and participation in professional development activities, and teachers do not receive an allowance.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

Teaching SEN students (in mainstream classes/schools)	a	Statutory duty	All	Teachers may teach students with mild special educational needs (e.g. dyslexia, autism) in mainstream classes following the decisions and instructions of KEDDY (Centre of Differential Diagnosis, Diagnosis and Support of persons with special educational needs) or they may teach students with more severe educational needs without the support of a special needs education teacher because of financial constraints. No allowance is granted for performing these tasks.
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	The allowance for serving in a remote or borderline region is €100 gross per month.
Other	a	a	All	

## Other criteria

Residence/accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	The family allowance received by all civil servants including teachers and school heads is €50 gross per month for one dependent child, €70 for two dependent children, €120 for three, €170 for four, and €70 for each child above four.
Other	a	a	All	

## Source

Legislation on allowances: Law 4354/2015, Circulars of the General Accounting Office with ref. nr. 2-31029/ΔΕΠ/06.05.2016 (ΑΔΑ: ΩΛ9ΣΗ-0ΝΜ), and ref. nr. 2/1015/ΔΕΠ/5/1/2016 (Directions for the implementation of Law 4354/2015). Legislation on teachers' duties: Law 1566/1985 (G.G. 176/A/1985) art. 13 as amended by Ministerial Decision F.353.1/324/105657/D1/2002 (Government Gazette 1340/B/16-10-2002) Chapter E on Teachers and the Teachers' Board. Legislation on student counseling (without allowance): G.G. 1340/B/16-10-2002 Art. 36 par.16, 18 and Art. 39, Section B par. 4. Legislation on responsibilities to co-operate with teacher students and teachers participating in in-service training programmes (without allowance): G.G. 1340/B/16-10-2002 Art. 36 par. 8. Legislation on professional development: G.G. 1340/B/2002, ch. E, art. 36, par. 23.

## Greece

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Bachelor degree (ISCED 6) and 10 years of work experience (at least 8 years teaching service)
ISCED 1	Bachelor degree (ISCED 6) and 10 years of work experience (at least 8 years teaching service)
ISCED 24	Bachelor degree (ISCED 6) and 10 years of work experience (at least 8 years teaching service)
ISCED 34	Bachelor degree (ISCED 6) and 10 years of work experience (at least 8 years teaching service)

## Single or lowest salary range (when more than one)

	Type of school	Min. salary	Max. salary	% SH paid on this range
ISCED 02	Pre-primary school/Nipiagogeio supervised by the MoE with one, two or three classes. In this category, the school head allowance is 150 euro gross per month.	17 717	27 616	99 %
ISCED 1	Primary schools with one, two or three classes. In this category, the school head allowance is 150 euro gross per month.	17 717	27 616	17 %
ISCED 24	Lower secondary schools with less than 120 students. In this category of schools, the school head allowance is 250 euro gross per month.	18 917	28 816	34 %
ISCED 34	Upper secondary general schools with less than 120 students. In this category, the school head allowance is 300 euro gross per month.	19 517	29 416	27 %

## Highest salary range

	Type of school	Min. salary	Max. salary	% SH paid on this range
ISCED 02	Pre-primary schools with more than 120 students. In this category, the school head allowance is 300 euro gross per month.	19 517	29 416	0 %
ISCED 1	Primary schools with more than 120 students. In this category, the school head allowance is 300 euro gross per month.	19 517	29 416	53 %
ISCED 24	Lower secondary schools with more than 120 students. In this category, the school head allowance is 300 euro gross per month.	19 517	29 416	66 %
ISCED 34	Upper secondary schools with more than 120 students. In this category, the school head allowance is 350 euro gross per month.	20 117	30 016	73 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Ministry of Education & Religious Affairs, Directorate for Remuneration and Other Allowances Accounting: Unit B. Legislation: Law 4024/2011 (G.G. 226/A), Law 4325/2015 (G.G. 47/A), Law 4354/2015 (G.G. 176/A), Circular of the General Accounting Office with ref. nr. 2-31029/ΔΕΠ/06.05.2016 (ΑΔΑ: ΩΛ9ΣΗ-0ΝΜ), Circular of the General Accounting Office with ref. nr. 2-78400-0022/14.11.2011 (ΑΔΑ: 4577Η-5ΕΤ), Directions for the implementation of Law 4354/2015 Ref. Nr 2/1015/ΔΕΠ/5/1/2016, Law 4327/2015 article 17 on selection criteria relating to years of service required for school heads (as amended by Law 4473/2017 (G.G. 78/A), Law 4152/2013 as amended by Circular Letter with Ref. nr 123948/Δ2/06-09-2013. Law 4547/2018 (G.G. 102/A/12-06-2018) art. 19 change on school head allowances and art. 49 school heads' teaching sessions per week. Statistical data on the proportion of school heads according to the type of school they serve have been extracted from the information system "Myschool" (Ministry of Education, Research & Religious Affairs, Directorate of Educational Technology and Innovation), and apart from teachers with permanent contracts, they also include substitute teachers who served as school heads in school year 2018-19.

## Explanatory notes

For the calculation of the base salary that comprise part of the school heads' annual salary, the freezing of salaries is taken into consideration. Following the directions for the implementation of Law 4354/2015, a month's salary in 2018 is the sum of the base salary of the frozen salary scales of 2011 and three quarters (3/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. Whereas, a month's salary in 2019 refers to the full salaries provisioned in Law 4325/2015 (G.G. 47/A), or a month's salary in 2019 is the sum of the base salary of the frozen salary scales of 2011 and four quarters (4/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. From 1 January 2018, salary progression has been activated.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	23 763	17 872	19 511	23 258	26 741	26 178	22 873
ISCED 1	23 763	17 872	19 511	23 258	26 741	26 178	22 873
ISCED 24	26 744	a	22 157	25 216	27 404	26 832	26 591
ISCED 34	26 744	a	22 157	25 216	27 404	26 832	26 591

## Source

ITYE DIOFANTOS – ITYE DIAS (administrative payroll data)

## Explanatory notes

Gross salaries include base salaries, and allowances given to individual school heads depending on their circumstances (e.g. school head allowance depending on the type of school they serve, number of dependent children, etc.) before taxation and including all contributions paid by school heads for pension, insurance, solidarity, etc. Data for ISCED 1 include school heads in pre-primary schools (for children aged 4-5) supervised by the Hellenic Ministry of Education and Religious Affairs and in special needs education. Data for ISCED 34 include school heads in lower secondary education, special needs education, vocational education and adult education programmes for attainment of ISCED 24 level.

## Greece

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	Statutory duty	All	School heads are responsible in collaboration with the teachers for maintaining discipline, but this task is not compensated with an allowance.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	Statutory duty	All	School heads have the duty to support other teachers including new teachers and substitute teachers, but they do not receive an allowance.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	Statutory duty	All	School heads have the duty to take up initiatives in collaboration with school counsellors for supporting new teachers and organising in-service training seminars for teachers of their school, but they do not receive an allowance.
Other	a	Statutory duty	All	School heads have additional duties relating to the school board, the school counsellors, the Head of the Education Directorate, the school community, the school committee, the students' parents and guardians, and citizens, but these duties are not compensated with an allowance.

## Allowances related to qualifications, training and performance

	Top level	Progression in pay range	All	
Further formal qualifications			All	The initial educational qualification is a Bachelor's degree, the possession of a relevant Master's or PhD degree is considered as additional years of experience as a teacher. The recognised additional years of service result in a higher salary grade.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	a	Statutory duty	All	
Schools with SEN students			All	
Schools in disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	The allowance for serving in a remote or borderline region is €100 gross per month.
Other	a	a	All	

## Other criteria

	a	a	All	
Residence / accommodation allowance			All	
Family status	Top level	Regular additional payment	All	The family allowance received by all civil servants including school heads is €50 gross per month for one dependent child, €70 for two dependent children, €120 for three, €170 for four, and €70 for each child above four.
Other	a	a	All	

## Source

Legislation on allowances: Law 4354/2015, Directions for the implementation of Law 4354/2015 Ref. nr 2/1015 /ΔΕΠ/5/1/2016, and 2/31029/ΔΕΠ/6-5-2016, Law 4547/2018 (G.G. 102/A/12-06-2018) art. 19 change on school head allowances and art. 49 school heads' teaching sessions per week. Legislation on teachers' and school heads' duties: Ministerial Decision F.353.1./324/105657/D1/2002 (Government Gazette 1340/B/16-10-2002) Chapter D on School Heads and Deputy School Heads. Legislation on disciplinary duties: G.G. 1340/B/16-10-2002 Art. 29, par. 7. Legislation on the duty to support new teachers: G.G. 1340/B /16-10-2002 Art. 28 par. ia and Art. 29 par. 12, 13. Duties on collaboration with counsellors for the organisation of in-service training: G.G. 1340/B/16-10-2002 Art. 30 par. 3, par. 1. Duties relating to the school board, school counsellors, the Head of the Education Directorate, the school community, the school committee, the students' parents and guardians, and citizens: G.G. 1340/B/16-10-2002 Articles 29, 30, 31, and 32.

## Spain

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor degree ( <i>Grado</i> ) in pre-primary education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree ( <i>Magisterio</i> ).	29 918	32 399	34 557	42 531	100 %	39
ISCED 1	Bachelor degree ( <i>Grado</i> ) in primary education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree ( <i>Magisterio</i> ).	29 918	32 399	34 557	42 531	100 %	39
ISCED 24	Master degree on Compulsory Secondary Education and Bachillerato (ISCED 7, 300 ECTS accumulated including ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a certificate of pedagogical aptitude (CAP) was required.	33 392	36 208	38 559	47 293	100 %	39
ISCED 34	Master degree on Compulsory Secondary Education and Bachillerato (ISCED 7, 300 ECTS accumulated including ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a certificate of pedagogical aptitude (CAP) was required.	33 392	36 208	38 559	47 293	100 %	39

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

National and regional regulations (data on formal arrangements). The data sources are the Departments of Education of the Autonomous Communities and the Subdirectorate General of Staff of the Ministry of Education and Vocational Training/Ministry of Culture and Sport for the Autonomous Cities of Ceuta and Melilla.

Explanatory notes

The national salaries provided are calculated as means of the salaries of each Autonomous Community/City weighted by the number of teachers in public schools in each Autonomous Community/City.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

-

Explanatory notes

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## Spain

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	All	Complementary salary (fixed amounts) for school government ownership responsibilities such as head teacher, deputy head teacher, secretary, head of department, but also additional responsibilities at school level (e.g. coordination of bilingual programs, bilingual teaching, school library, etc.). In some Autonomous Communities, responsibilities related to coordinate or manage ICT or bilingual program, or participating in the management of the library are compensated with teaching time reductions instead of allowances. Teachers can receive a productivity complement in their salaries for extraordinary services such as the elaboration of normative proposals, curriculum development, testing and evaluation materials.
Teaching more classes or hours than required by full-time contract	Top level	Regular additional payment	All	Fixed amounts for teachers that work extra time (in the evening) on different activities such as reinforcement task and educational support, health programs, compulsory training courses outside working hours, etc.
Student counselling	Top level	Regular additional payment	All	Fixed amounts for teachers working extra time for activities aimed at improving school life.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Regular additional payment	All	Fixed compensations for the supply of extraordinary services in some Autonomous Communities (e.g. training and mentoring for the assessment and accreditation of teaching staff, creation of e-learning materials for the learning management platform, preparation and correction of test to obtain a specific degree, etc.).
Form teacher / tutor responsibilities	Top level	Regular additional payment	All	Fixed amounts for teachers with class tutoring responsibilities
Supporting mentoring / induction programmes	Top level	Regular additional payment	All	Fixed compensations for the supply of extraordinary services in some Autonomous Communities (e.g. training and mentoring for the assessment and accreditation of teaching staff).
Other	Top level	Regular additional payment	All	Fixed amounts for teachers that support in school transport and educational attention to students in the school canteen (e.g. caring children in the school transport and during the school meals).

## Allowances related to teachers' qualifications, training and performance

Further formal qualifications	a	a	All	
Successful completion of CPD	Top level	Incidental payment	All	Fixed amounts as extra-salary supplement, every five-six year periods, for teachers who have done at least a minimum number of hours of recognised Continuous Professional Development (CPD) activities ( <i>sexenios</i> , as term use in Spanish). This supplement varies from period to period (a maximum of five periods) and may be different according to the educational level. To receive this supplement, teachers apply for and accredit the relevant requirements.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Fixed amounts. Geographical location refers to the Autonomous Communities of Canarias and Illes Balears and the Cities of Ceuta and Melilla, the Spanish schools abroad as well as to some areas with a specific dialect. They consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.
Other	a	a	All	

## Other criteria

Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

National and regional regulations (data on formal arrangements). The data sources are the Departments of Education of the Autonomous Communities and the Subdirectorate General of Staff of the Ministry of Education and Vocational Training/Ministry of Culture and Sport for the Autonomous Cities of Ceuta and Melilla.

# Spain School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
<b>ISCED 02</b>	Bachelor degree ( <i>Grado</i> ) in pre-primary education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree ( <i>Magisterio</i> ). Have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. Complete a training course on the development of the directive function.
<b>ISCED 1</b>	Bachelor degree ( <i>Grado</i> ) in primary education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree ( <i>Magisterio</i> ). Have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. Complete a training course on the development of the directive function.
<b>ISCED 24</b>	Master degree on Compulsory Secondary Education and Bachillerato (ISCED 7, 300 ECTS accumulated including ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a certificate of pedagogical aptitude (CAP) was required. Have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. Complete a training course on the development of the directive function.
<b>ISCED 34</b>	Master degree on Compulsory Secondary Education and Bachillerato (ISCED 7, 300 ECTS accumulated including ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a certificate of pedagogical aptitude (CAP) was required. Have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. Complete a training course on the development of the directive function.

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	Smallest schools (specific size depending on Autonomous Community)	34 554	46 666	m
<b>ISCED 1</b>	Smallest schools (specific size depending on Autonomous Community)	34 554	46 666	m
<b>ISCED 24</b>	Smallest schools (specific size depending on Autonomous Community)	41 841	58 113	m
<b>ISCED 34</b>	Smallest schools (specific size depending on Autonomous Community)	41 841	58 113	m

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	Biggest schools (specific size depending on Autonomous Community)	40 452	52 564	m
<b>ISCED 1</b>	Biggest schools (specific size depending on Autonomous Community)	40 452	52 564	m
<b>ISCED 24</b>	Biggest schools (specific size depending on Autonomous Community)	45 804	62 076	m
<b>ISCED 34</b>	Biggest schools (specific size depending on Autonomous Community)	45 804	62 076	m

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range	Authority level determining the statutory salaries of school heads
<b>ISCED 02</b>	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community).	37 157	49 269	m	<b>ISCED 02</b> Central/State government or top level authorities
<b>ISCED 1</b>	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community).	37 157	49 269	m	<b>ISCED 1</b> Central/State government or top level authorities
<b>ISCED 24</b>	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community).	43 127	59 399	m	<b>ISCED 24</b> Central/State government or top level authorities
<b>ISCED 34</b>	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community).	43 127	59 399	m	<b>ISCED 34</b> Central/State government or top level authorities

#### Source

National and regional regulations (data on formal arrangements). The data sources are the Departments of Education of the Autonomous Communities and the Subdirectorate General of Staff of the Ministry of Education and Vocational Training/Ministry of Culture and Sport for the Autonomous Cities of Ceuta and Melilla.

#### Explanatory notes: -

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
<b>ISCED 02</b>	m	m	m	m	m	<b>ISCED 02</b> m	m
<b>ISCED 1</b>	m	m	m	m	m	<b>ISCED 1</b> m	m
<b>ISCED 24</b>	m	m	m	m	m	<b>ISCED 24</b> m	m
<b>ISCED 34</b>	m	m	m	m	m	<b>ISCED 34</b> m	m

#### Source: -

#### Explanatory notes: -

## Spain

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Regular additional payment	All	In some Autonomous Communities, fixed amounts for school heads that support in school transport and educational attention to students in the school canteen (e.g. caring children in the school transport and during the school meals).

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	Top level	Regular additional payment	All	Fixed amounts as extra-salary supplement, every five-six year periods, for teachers who have done at least a minimum number of hours of recognised lifelong learning activities as Continuous Professional Development (CPD). This supplement varies from period to period (a maximum of five periods) and may be different according to the educational level. To receive this supplement, teachers apply for and accredit the relevant requirements.
Outstanding performance	Top level	Regular additional payment	All	Fixed amounts. School heads are assessed at the end of their term of office. Those who have a positive assessment, have a personal and professional recognition, and also an economic recognition consisting of part of the school heads' allowance (depending on the number of years they have been school heads) for the rest of their active life. The Autonomous Communities regulate the performance evaluation of the directors of the schools. In general, this evaluation is aimed at analysing the development of the management tasks. This evaluation has as referent the competences and tasks that the legislation attributes for this position.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Head teachers receive a specific amount depending on the type of school and the number of registered students enrolled each year. Geographical location refers to the Autonomous Communities of Canarias and Illes Balears, the Cities of Ceuta and Melilla, the Spanish schools abroad as well as to some areas with a specific dialect. Fixed amounts (they may be different for each level of education) that consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

National and regional regulations (data on formal arrangements). The data sources are the Departments of Education of the Autonomous Communities and the Subdirector General of Staff of the Ministry of Education and Vocational Training/Ministry of Culture and Sport for the Autonomous Cities of Ceuta and Melilla.

# France Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours de recrutement de professeur des écoles</i> (CRPE))	26 329	30 070	32 111	46 338	99 %	25
ISCED 1	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours de recrutement de professeur des écoles</i> (CRPE))	26 329	30 070	32 111	46 338	99 %	25
ISCED 24	<i>Professeur certifiés</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours du certificat d'aptitude au professorat de l'enseignement du second degré</i> (CAPES))	27 709	31 450	33 491	47 855	83 %	29
ISCED 34	<i>Professeur certifiés</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours du certificat d'aptitude au professorat de l'enseignement du second degré</i> (CAPES))	27 709	31 450	33 491	47 855	66 %	29

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Decree setting the index-related salary scales of the teaching staff (ISCED 1-2-3) of the Ministry of National Education: decree of 5 May 2017 and decree of 21 December 2017 (which delays the increase of the statutory salary scale to 1 January 2019):

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000034601473&categorieLien=id>

Regulation setting the value of the public service index point: Decree n°16-670 of 25 May 2016: <https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032584286&categorieLien=id> (more detailed information on Ministry of State Administration website: <https://www.fonction-publique.gouv.fr/connaitre-point-dindice>)

For the proportion of teachers paid according to the salary range: publication RERS 2019, tables 9.01 and 9.08.

#### Explanatory notes

At ISCED levels 02 and 1, the following bonuses are an integral part of teachers' statutory salaries in France (as all teachers at this level receive them, they have to be included in the statutory salaries): a) Residence allowance, and b) ISAE (bonus for follow-up and tutoring): since 2016-2017, the bonus is €1 200 per year (the bonus was €400 in 2013-2014, 2014-2015 and 2015-2016). At ISCED levels 24 and 34, the following bonuses are an integral part of teachers' statutory salaries in France (as all teachers at this level receive them, they have to be included in the statutory salaries): a) Residence allowance, b) Fixed portion of ISOE (bonus for follow-up and tutoring): ISOE: since 2016-2017, the bonus is €1 213.56 per year (1 199.99 before) – The variable portion of this bonus is not included in the statutory salary because only teachers who are invested the role of "professeur principal" receive it. c) Bonus for 1 HSA overtime hour (*heure supplémentaire annuelle*); these compensate the obligation for the teachers to accept to do at minimum one regular hour exceeding of the minimal annual working time; other types of extra hours are not included in the statutory salary.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2017

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	36 211	30 208	34 407	37 689	41 530	37 165	36 134
ISCED 1	35 266	30 028	34 018	37 336	41 285	37 014	34 890
ISCED 24	39 659	32 807	37 344	42 935	47 402	40 763	39 061
ISCED 34	44 553	34 587	40 638	46 427	50 944	45 889	43 504

#### Source

Salaries: Insee, *Système d'information sur les agents des services publics* (Siasp) – data processing by the ministry of education (DEPP)

For the proportion of teachers by ISCED level of attainment: Insee, *Enquête emploi en continu* – data processing by the ministry of education (DEPP)

#### Explanatory notes

The Siasp database uses monthly payroll records of the state for the majority of their public servants (*fonction publique d'Etat* – FPE). This source is based on the concept of "position" periods, aggregating the periods the employee served at one workplace. The data reported on teachers' actual salaries refer to full-time teachers (employed for more than 95 % of the statutory number of hours of work for a full-time employee over a complete school year) from pre-primary, primary and secondary general education who have passed a competitive examination and are civil servants. The population of teachers covered by the data on actual salaries differ from the population of teachers covered by data on statutory salaries in that it includes other permanent teachers as *instituteurs*, *professeurs agrégés*, *professeurs d'EPS*, *professeurs de lycée professionnel*, *professeurs d'enseignement général des collèges*, *adjoints et chargés d'enseignement*. The whole of France (apart from Mayotte), public sector, except trainees (*échelon* 00, 01 et 02). At secondary level, IVET is not included; at primary level, teachers with *une décharge de 50 % ou plus du temps d'enseignement* are not included in the teachers' scope but they are included in the heads' scope. The gross actual salary is obtained by adding to gross salary indexes the residence allowance (IR), the family allowance (SFT) and further bonuses and allowances such as the NBI (new salary bonus), overtime, and other bonuses depending on the specific education or substitute activities (e.g. as a director), etc.

## France

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	24, 34	Allowance for particular tasks: the amount vary according to the tasks assigned from €312 to €3 750
Teaching more classes or hours than required by full-time contract	Top level	Regular additional payment	24, 34	<i>Heures Supplémentaires Annuelles</i> (HSA): from €1 139 to €1 253 for <i>professeurs certifiés</i> , and from €1 654 to €1 819 for <i>professeurs agrégés</i>
Student counselling	Top level	Regular additional payment	All	Fixed annual salary bonus: - ISAE at ISCED 02-1 (€1 200) - ISOE at ISCED 24-34 (€1 214).
Running extracurricular activities	Top level	Regular additional payment	02, 1	Pre-primary and primary teachers may be in charge of extracurricular activities which are paid between €22 and €27 per hour (maximum rates).
Providing support or training for other teachers	Top level	Regular additional payment	All	Allowance for tutoring, master trainer: €1 250
Form teacher / tutor responsibilities	Top level	Regular additional payment	24, 34	Variable portion of the "ISOE" allowance only given to the class teachers: between €906 and €1 426
Supporting mentoring / induction programmes	Top level	Regular additional payment	All	Allowance for tutoring, master trainer: €1 250
Other	Top level	Incidental payment	24, 34	<i>Heures Supplémentaires Effectives</i> (HSE): only ponctual hours. Each is paid 1/36th of one HSA with an indemnity equal to a 25 % surcharge.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	Regular additional payment	All	Allowance for teachers in charge of children with special needs (€2 500) Allowance for specialised teacher (€844 to €2 609)
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Allowance for teachers teaching in disadvantaged area (REP and REP+ allowance): REP = €1 734; REP+ = €3 479 ( <i>Arrêté du 28 août 2018</i> – NOR: MENH1821396A)
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	It is the <i>Indemnité de résidence</i> paid each month. The amount depends on the area. <a href="https://www.service-public.fr/particuliers/vosdroits/F32511">https://www.service-public.fr/particuliers/vosdroits/F32511</a>
Family status	Top level	% of salary	All	It is the SFT (family supplement) paid each month. The amount depends on the number of children. <a href="https://www.service-public.fr/particuliers/vosdroits/F32513">https://www.service-public.fr/particuliers/vosdroits/F32513</a>
Other	Top level	Incidental payment	All	Bonus for entering in the teaching profession, only at the first certification: €1 500 (paid in two instalments)

## Source

Ministry of Education website, Teachers' salary webpage («La rémunération des enseignants»): <http://www.education.gouv.fr/cid101179/la-remuneration-des-enseignants.html>

## France

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	<i>Professeur des écoles</i> , i.e. a Master's Degree (ISCED 7) plus competitive examination ( <i>concours de recrutement de professeur des écoles</i> (CRPE)) + two-year teaching experience
ISCED 1	<i>Professeur des écoles</i> , i.e. a Master's Degree (ISCED 7) plus competitive examination ( <i>concours de recrutement de professeur des écoles</i> (CRPE)) + two-year teaching experience
ISCED 24	<i>Chefs d'établissement</i> : Teacher with 5 years experience + competitive examination ( <i>concours de recrutement des personnels de direction</i> ) or civil servant with 5 years experience and who have attained the <i>Hors Echelle A</i> (HEA) <i>échelon</i> + competitive examination ( <i>concours de recrutement des personnels de direction</i> )
ISCED 34	<i>Chefs d'établissement</i> : Teacher with 5 years experience + competitive examination ( <i>concours de recrutement des personnels de direction</i> ) or civil servant with 5 years experience and who have attained the <i>Hors Echelle A</i> (HEA) <i>échelon</i> + competitive examination ( <i>concours de recrutement des personnels de direction</i> )

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Schools with 10 classes or more	34 983	51 251	m
ISCED 1	Schools with 10 classes or more	34 983	51 251	m
ISCED 24	All schools	41 651	69 312	100 %
ISCED 34	All schools	41 651	72 713	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

ISCED 1: Salary scale is the same as *professeurs des écoles*: *Arrêté du 12 septembre 2008 concernant l'indemnité de sujétion spéciale de direction*:

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=LEGITEXT000019465287&dateTexte=20200204>.

ISCED 24 and 34: Décret n° 2017-958 du 10 mai 2017:

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000034675445&fastPos=4&fastReqId=479974852&categorieLien=id&oldAction=rechTexte>.

Also see the Ministry of Education website, on the webpage "Etre personnel de direction":

[http://www.education.gouv.fr/cid1133/personnels-de%20-direction.html%20#%20La\\_carriere\\_et\\_la\\_remuneration\\_des\\_personnels\\_de\\_direction](http://www.education.gouv.fr/cid1133/personnels-de%20-direction.html%20#%20La_carriere_et_la_remuneration_des_personnels_de_direction)

## Explanatory notes

ISCED 02 and 1: For 2018/19, the methodology has been revised. The new data apply to school heads in charge of schools with 10 classes or more, i.e. with teaching responsibilities accounting for 50 per cent or less of their working time. Gross index salary plus a scale bonus (*Bonus Indiciaire* + *Nouveau Bonus Indiciaire*) + residence allowance + allowance for follow-up and tutoring (*indemnité de suivi et d'accompagnement des élèves*: ISAE) + special head allowance (fixed part and variable part depending on school size).

ISCED 24 and 34: gross salary plus a scale bonus (*Bonus Indiciaire* + *Nouveau Bonus Indiciaire*) + residence allowance + allowance for functions, responsibility and results (*indemnité de fonctions, de responsabilité et de résultats*: IF2R)

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2017

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	46 581	35 838	40 646	45 623	49 927	47 681	45 770
ISCED 1	46 581	35 838	40 646	45 623	49 927	47 681	45 770
ISCED 24	60 547	42 125	51 605	59 259	66 379	61 991	59 047
ISCED 34	60 547	42 125	51 605	59 259	66 379	61 991	59 047

## Source

Insee, *Système d'information sur les agents des services publics* (Siasp) – data processing by the ministry of education (DEPP)

## Explanatory notes

The Siasp database uses monthly payroll records of the state for the majority of their public servants (*fonction publique d'Etat* – FPE). This source is based on the concept of "position" periods, aggregating the periods the employee served at one workplace. The data reported on heads' actual salaries refer to full-time school heads (employed for more than 95 per cent of the statutory number of hours of work for a full-time employee over a complete school year) from pre-primary, primary and secondary general education who have passed a competitive examination (*concours de recrutement des professeurs des écoles* at ISCED levels 02 and 1 and *concours de recrutement des personnels de direction* at ISCED levels 24 and 34) and are civil servants. The whole of France (apart from Mayotte), public sector, except trainees (*échelon* 00, 01 et 02). At secondary level, IVET is not included; at pre-primary and primary levels, only teachers with *une décharge de 50 % ou plus du temps d'enseignement* (teachers with 50 % or more reduction of their teaching time) are counted as heads and are included in the scope. The gross actual salary is obtained by adding to gross salary indexes the residence allowance (IR), the family allowance (SFT) and further bonuses and allowances such as the NBI (new salary bonus), overtime, and other bonuses depending on the specific education or substitute activities.

## France

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Top level	Regular additional payment	02, 1	Allowance for tutoring, master trainer: €1 250
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	Top level	Regular additional payment	24, 34	A part of the <i>indemnité de fonctions, de responsabilités et de résultats</i> takes into account the results of the professional interview and is paid every 3 years. It is determined by applying a coefficient of 0 to 3 to a reference amount of €2 000 for the period of 3 school years covered by the head's <i>lettre de mission</i> (engagement letter).
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Allowance for working in disadvantaged area (REP and REP+ allowance): REP = €1 734; REP+ = €3 479 ( <i>Arrêté du 28 août 2018</i> – NOR: MENH1821396A)
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	It is the <i>Indemnité de résidence</i> paid each month. The amount depends on the area.
Family status	Top level	% of salary	All	It is the SFT (family supplement) paid each month. The amount depends on the number of children.
Other	a	a	All	

## Source

Ministry of Education website, webpage "Etre personnel de direction":

[http://www.education.gouv.fr/cid1133/personnels-de%20-direction.html%20#%20La\\_carriere\\_et\\_la\\_remuneration\\_des\\_personnels\\_de\\_direction](http://www.education.gouv.fr/cid1133/personnels-de%20-direction.html%20#%20La_carriere_et_la_remuneration_des_personnels_de_direction)

Ministry of Education website, Teachers' salary webpage («La rémunération des enseignants»): <http://www.education.gouv.fr/cid101179/la-remuneration-des-enseignants.html>

## Croatia

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	m	m	m	m	m	m
ISCED 1	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	12 627	13 193	13 507	15 077	m	40
ISCED 24	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	12 627	13 193	13 507	15 077	m	40
ISCED 34	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 547	14 154	14 491	16 176	100 %	40

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 547	14 154	14 491	16 176	83 %	40
ISCED 24	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 547	14 154	14 491	16 176	83 %	40
ISCED 34	a	a	a	a	a	a	a

	Authority level determining the statutory salaries of teachers
ISCED 02	Local authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Zakon o radu (Official Gazette 93/2014 (OG 127/2017)); Zakon o plaćama u javnim službama (OG 27/2001 (OG 39/2009)); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG, 25/2013 (OG 119/2019)); Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama, OG 128/2017 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2017\\_12\\_128\\_2946.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2017_12_128_2946.html)); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1018.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1018.html)); Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1019.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1019.html)))

## Explanatory notes

The base salary was increased in November 2017 to HRK 5 421.54 and, in January 2019, to HRK 5 584.19. The 2017 base salary is used for the first four months of the school year and the 2019 base salary is used for the remaining eight months. The statutory salaries have been calculated applying to the base salary the coefficient for complexity of work of fully qualified teachers and the coefficient for the corresponding time in service (one year for starting salaries and 40 years for the top of the range). The coefficients for teacher mentors, teacher advisors and excellent teachers advisors are higher. The reported statutory salaries include the allowance that all teachers receive on top of this salary as stipulated in the 2006 agreement between unions for employees in education and the Government of the Republic of Croatia (13.725 % of the salary).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	m	m	m	m	m	ISCED 1	m
ISCED 24	m	m	m	m	m	ISCED 24	m
ISCED 34	m	m	m	m	m	ISCED 34	m

## Source

Data not available

## Explanatory notes

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## Croatia

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	1, 24, 34	30 % for the time spent working on EU projects
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	1, 24, 34	Defined as increase in amount paid per hour (50 % more than regular working hours)
Student counselling	a	a	All	
Running extracurricular activities	a	Statutory duty	1, 24, 34	
Providing support or training for other teachers	Top level	a	All	Teachers are not paid for training student teachers and providing support to other teachers but they are granted points that entitle them to advance in their career to the positions of teacher mentor, teacher advisor or excellent teacher advisor. These positions are applied higher coefficients for complexity of work than regular teachers, and, therefore, a higher salary.
Form teacher / tutor responsibilities	a	Statutory duty	1, 24, 34	
Supporting mentoring / induction programmes	Collective agreement	Incidental payment	1, 24, 34	Teachers mentors working with a not fully qualified teacher are paid HRK 1 296 (gross) for supporting a new teacher in induction programme.
Other	Collective agreement	Incidental payment	1, 24	Employees in primary schools (ISCED 1 and 2) in charge of out-of-school multi-day activities are entitled to HRK 50 per day for the increased responsibility.

## Allowances related to teachers' qualifications, training and performance

Further formal qualifications	Collective agreement	% of salary	1, 24, 34	The basic statutory salary of employees is increased by 8 % for an additional qualification at Master's level (defined by previous regulations, corresponds to ISCED 8.1) and by 15 % if it is Doctorate level.
Successful completion of CPD	a	Statutory duty	All	
Outstanding performance in teaching	Top level	Incidental payment	1, 24, 34	Evaluation criteria: mentoring student teachers; providing lectures, workshops and education; work in expert councils, associations and similar activities; producing articles, teaching materials and educational content; participating in projects; improving the work of the school and work on improving the education system. Different criteria are given a different amount of points, and some necessary conditions have to be fulfilled. Once a year Ministry for Science and Education published a public call for rewarding teachers, expert associates and school heads. First teachers were rewarded in October 2019. Teachers and other education employees participating in experimental programmes which are implemented by the Ministry of Science and Education have the right for monthly reward in a percentage of the amount of salary depending on the number of hours spent participating in experimental programme.
Other	Top level	% of salary	All	The demonstration of certain competences and professional development are required to get the promotion to the positions of teacher mentor, teacher advisor or excellent teacher advisor, which are applied a higher coefficient for complexity of work, and, therefore, a higher salary.

## Allowances related to teaching conditions

Teaching SEN students (in mainstream classes/schools)	Collective agreement	% of salary	1, 24, 34	For teachers working in special conditions (including teaching students with special educational needs in mainstream classes), their salaries will be increased as it is defined in collective agreements (depending on the number of classes and type of programme for special education needs students).
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24, 34	All school employees have the right to a specific allowance for working in schools with difficult working conditions. Their basic salary is increased by 10 %. Employees who have to travel at least 50 kilometers in one direction daily (ISCED 1 and 2) or 100 kilometers in both directions daily (ISCED 3) have the right to increased basic salary by 5 %. Teachers who teach in three or more schools (ISCED 3) during one day in separate locations are entitled to an increase in their basic salary (5 % increase for the days working in more schools).
Other	Collective agreement	% of salary	1, 24, 34	Employees basic salary are increased for working at night 40 %, on Saturday 25 %, on Sunday 35 %, in shifts 10 %, in two shifts 10 % and on holidays and non-working days 150 %.

## Other criteria

Residence / accommodation allowance	Collective agreement	Regular additional payment	1, 24, 34	Employees are entitled to an accommodation allowance when their permanent employment is not at their place of residence. If accommodation or meals are provided, the allowance is reduced by 25 % and if both is provided, allowance is reduced by 50 %.
Family status	Collective agreement	Incidental payment	1, 24, 34	Gift for a child up to 15 years of age for Saint Nicholas Day. Employees have the right for financial help in case of birth or adoption of each child, for the death of a spouse, partner, child or parent.
Other	Collective agreement	Regular additional payment	1, 24, 34	Travelling allowance, for teachers and school heads whose place of residence is significantly removed from their place of work (at least 2 kilometres). The amount of allowance is equal to the cost of monthly ticket for public transport in the area. Employees have the right to Christmas bonus, anniversary awards for working in public service (every 5 years for continuing work), salary allowances for annual leave, paid leave, education, sick leave, recourse for holidays, retirement severance pay and other benefits as defined in the collective agreement for all public service employees. Teachers who have 30 or more years of service may request a reduction of 2 hours teaching or, alternatively, a salary increase of 4 %.

## Source

Zakon o radu (OG 93/2014 (OG 127/2017)); Zakon o plaćama u javnim službama (OG 27/2001 (OG 39/2009)); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG 25/2013 (OG 119/2019)); Zakon o porezu na dohodak (OG 115/2016 (OG106/2018)), Pravilnik o polaganju stručnog ispita učitelja i stručnih suradnika u osnovnom školstvu i nastavnika srednjem školstvu (OG 88/2003), Pravilnik o napredovanju učitelja, nastavnika, stručnih suradnika i ravnatelja u osnovnim i srednjim školama i učeničkim domovima (OG 53/2019, 68/2019), Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama, OG 128/2017 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2017\\_12\\_128\\_2946.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2017_12_128_2946.html))); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1018.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1018.html))); Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1019.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1019.html)))

## Croatia

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

<b>ISCED 02</b>	ISCED 6 plus 5 years' working experience in pre-primary education
<b>ISCED 1</b>	ISCED 6 plus 8 years' service in schools or other institutions in education system or national public bodies responsible for education (of which 5 years teaching in schools)
<b>ISCED 24</b>	ISCED 6 plus 8 years' service in schools or other institutions in education system or national public bodies responsible for education (of which 5 years teaching in schools)
<b>ISCED 34</b>	ISCED 7 plus 8 years' service in schools or other institutions in education system or national public bodies responsible for education (of which 5 years teaching in schools)

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	m	m	m	m
<b>ISCED 1</b>	250 students or less	18 675	21 548	37 %
<b>ISCED 24</b>	250 students or less	18 675	21 548	37 %
<b>ISCED 34</b>	300 students or less	18 675	21 548	24 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	m	m	m	m
<b>ISCED 1</b>	More than 850 students	21 965	25 344	5 %
<b>ISCED 24</b>	More than 850 students	21 965	25 344	5 %
<b>ISCED 34</b>	More than 600 students	21 965	25 344	35 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	m	m	m	m
<b>ISCED 1</b>	Between 251 and 850 students	20 315	23 440	54 %
<b>ISCED 24</b>	Between 251 and 850 students	20 315	23 440	54 %
<b>ISCED 34</b>	Between 301 and 600 students	20 315	23 440	42 %

## Authority level determining the statutory salaries of school heads

<b>ISCED 02</b>	Local authorities
<b>ISCED 1</b>	Central/State government or top level authorities
<b>ISCED 24</b>	Central/State government or top level authorities
<b>ISCED 34</b>	Central/State government or top level authorities

## Source

Zakon o radu (OG 93/2014 (OG 127/2017)); Zakon o plaćama u javnim službama (OG 27/2001 (OG 39/2009)); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG 25/2013 (OG 119/2019)); Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama, OG 128/2017 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2017\\_12\\_128\\_2946.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2017_12_128_2946.html))); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1018.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1018.html))); Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1019.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1019.html)))

## Explanatory notes

The base salary was increased in November 2017 to HRK 5 421.54 and, in January 2019, to HRK 5 584.19. The 2017 base salary is used for the first four months of the school year and the 2019 base salary is used for the remaining eight months. The statutory salaries have been calculated applying to the base salary the coefficient for complexity of work (which depends on the school size) and the coefficient for the corresponding time in service (eight years for the minimum and 40 years for the maximum). The reported statutory salaries include the allowance that all teachers receive on top of this salary as stipulated in the 2006 agreement between unions for employees in education and the Government of the Republic of Croatia (13.725 % of the salary).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
<b>ISCED 02</b>	m	m	m	m	m	m	m
<b>ISCED 1</b>	m	m	m	m	m	m	m
<b>ISCED 24</b>	m	m	m	m	m	m	m
<b>ISCED 34</b>	m	m	m	m	m	m	m

## Source

Data not available

## Explanatory notes

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## Croatia

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Top level	% of salary	1, 24, 34	30 % for the time spent working on EU projects
Working overtime	Collective agreement	Incidental payment	1, 24, 34	Defined as increase in amount paid per hour (50 % more than regular working hours)
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	m	m	All	
Other	Collective agreement	Incidental payment	1, 24, 34	Employees in primary schools (ISCED 1 and 2) in charge of out-of-school multi-day activities are entitled to HRK 50 per day for the increased responsibility.

## Allowances related to qualifications, training and performance

Further formal qualifications	Collective agreement	% of salary	1, 24, 34	The basic statutory salary of employees is increased by 8 % for an additional qualification at Master's level (defined by previous regulations, corresponds to ISCED 8.1) and by 15 % if it is Doctorate level.
Successful completion of CPD	a	Statutory duty	All	
Outstanding performance	Top level	Incidental payment	1, 24, 34	Evaluation criteria: mentoring student teachers; providing lectures, workshops and education; work in expert councils, associations and similar activities; producing articles, teaching materials and educational content; participating in projects; improving the work of the school and work on improving the education system. Different criteria are given a different amount of points, and some necessary conditions have to be fulfilled. Once a year Ministry for Science and Education published a public call for rewording teachers, expert associates and school heads. First teachers were rewarded in October 2019. Teachers and other education employees participating in experimental programmes which are implemented by the Ministry of Science and Education have the right for monthly reward in a percentage of the amount of salary depending on the number of hours spent participating in experimental programme.
Other	a	a	All	

## Allowances related to working conditions

Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24, 34	All school employees have the right to a specific allowance for working in schools with difficult working conditions. Their basic salary is increased by 10 %. Employees who have to travel at least 100 kilometres in both directions daily have the right to a 5 % increase.
Other	Collective agreement	% of salary	All	Employees basic salary are increased for working at night 40 %, on Saturday 25 %, on Sunday 35 %, in shifts 10 %, in two shifts 10 % and on holidays and non-working days 150 %.

## Other criteria

Residence / accommodation allowance	Collective agreement	Regular additional payment	1, 24, 34	Employees are entitled to an accommodation allowance when their permanent employment is not at their place of residence. If accommodation or meals are provided, the allowance is reduced by 25 % and if both is provided, allowance is reduced by 50 %.
Family status	Collective agreement	Incidental payment	1, 24, 34	Gift for a child up to 15 years of age for Saint Nicholas Day. Employees have the right for financial help in case of birth or adoption of each child, for the death of a spouse, partner, child or parent.
Other	Collective agreement	Regular additional payment	1, 24, 34	Travelling allowance, for teachers and school heads whose place of residence is significantly removed from their place of work (at least 2 kilometres). The amount of allowance is equal to the cost of monthly ticket for public transport in the area. Employees have the right to Christmas bonus, anniversary awards for working in public service (every 5 years for continuing work), salary allowances for annual leave, paid leave, education, sick leave, recourse for holidays, retirement severance pay and other benefits as defined in the collective agreement for all public service employees. Teachers who have 30 or more years of service may request a reduction of 2 hours teaching or, alternatively, a salary increase of 4 %.

## Source

Zakon o radu (OG 93/2014 (OG 127/2017)); Zakon o plaćama u javnim službama (OG 27/2001 (39/2009)); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG 25/2013 (OG 119/2019)); Zakon o porezu na dohodak (OG 115/2016 (OG106/2018)), Pravilnik o napredovanju učitelja, nastavnika, stručnih suradnika i ravnatelja u osnovnim i srednjim školama i učeničkim domovima (OG 68/2019), Pravilnik o nagrađivanju učitelja, nastavnika, stručnih suradnika i ravnatelja u osnovnim i srednjim školama te učeničkim domovima (OG 53/2019), Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama, OG 128/2017 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2017\\_12\\_128\\_2946.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2017_12_128_2946.html))); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1018.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1018.html))); Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama, OG 51/2018 (URL: [https://narodne-novine.nn.hr/clanci/sluzbeni/2018\\_06\\_51\\_1019.html](https://narodne-novine.nn.hr/clanci/sluzbeni/2018_06_51_1019.html)))

## Italy

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's degree in education (ISCED 7) plus competitive examination	23 993	26 358	28 914	35 150	100 %	35
ISCED 1	Master's degree in education (ISCED 7) plus competitive examination	23 993	26 358	28 914	35 150	100 %	35
ISCED 24	Master's degree in education (ISCED 7) plus competitive examination	25 829	28 586	31 480	38 596	100 %	35
ISCED 34	Master's degree in education (ISCED 7) plus competitive examination	25 829	29 268	32 356	40 338	100 %	35

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

National Collective Contract for personnel in the education and research sector – Years 2016-2018 (<https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccln-2016-2018-del-comparto-istruzione-e-ricerca.html>)

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	29 494	24 519	26 317	29 292	32 680	29 508	29 096
ISCED 1	29 494	24 519	26 317	29 292	32 680	29 508	29 096
ISCED 24	31 631	26 502	28 140	30 924	35 760	31 614	31 690
ISCED 34	33 796	26 684	28 532	32 261	38 038	33 832	33 729

Source

Administrative database used to pay the monthly wages to all teachers.

Explanatory notes

Weighted average of salaries of teachers during the school year from September 2018 to August 2019.

## Italy

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Teaching more classes or hours than required by full-time contract	Top level	Regular additional payment	All	Teachers on a full teaching load may be requested, where necessary, to take on up to 6 extra hours of teaching a week in their subject for the school year. In these cases, they receive a monthly additional payment.
Student counselling	Collective agreement	Incidental payment	24, 34	The head teacher with the collaboration of the teachers assembly decide as regards the criteria for assigning teachers to these roles, but the criteria regarding the awarding of additional payments are determined through negotiations with T.U. at the school level.
Running extracurricular activities	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Providing support or training for other teachers	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	School level	Incidental payment	All	The L.107/2015, c.126-129, established a fund for the valorisation of the merit of the teaching staff. This fund is assigned to each school on the basis of some parameters. Each school head decides how to allocate the fund to the teachers on the basis of motivated evaluation. The assignment criteria are established by an evaluation committee.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	
Other	a	a	All	

## Source

National Collective Contract for personnel in the education and research sector – Years 2016-2018 (<https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html>)

## Italy

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	a
ISCED 1	Teacher qualification (ISCED 7 level) and at least five years of teaching experience
ISCED 24	Teacher qualification (ISCED 7 level) and at least five years of teaching experience
ISCED 34	Teacher qualification (ISCED 7 level) and at least five years of teaching experiences

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	All schools	66 017	72 630	100 %
ISCED 24	All schools	66 017	72 630	100 %
ISCED 34	All schools	66 017	72 630	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	a
ISCED 1	More than one authority level
ISCED 24	More than one authority level
ISCED 34	More than one authority level

Source

National Collective Contract for education and research area – Years 2016-2018 (GU n.168 del 19-7-2019) – <https://www.aranagenzia.it/contrattazione/aree-dirigenziali/area-dellistruzione-e-della-ricerca/contratti.html>

Regional supplementary contracts.

Explanatory notes

The statutory salary is composed of a fixed part, the same for everyone, plus a variable part that varies between regions. For the calculation of the variable part, we used the weighted average.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	a	a	a	a	a	a	a
ISCED 1	82 297	a	79 329	80 763	83 256	84 350	81 411
ISCED 24	82 297	a	79 329	80 763	83 256	84 350	81 411
ISCED 34	82 297	a	79 329	80 763	83 256	84 350	81 411

Source

Administrative database used to pay the monthly wages to school heads.

Explanatory notes

Weighted average annual salary of school heads by age group during the school year from September 2018 to August 2019.

## Italy

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	More than one	Regular additional payment	All	Each region allocates among school managers 15-85 % of the annual amount available at regional level to compensate school principals for the pursuit of the school improvement objectives.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	
Other	a	a	All	

## Source

National Collective Contract for education and research area – Years 2016-2018 (GU n.168 del 19-7-2019)

## Cyprus

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

*Source*  
Data not available

*Explanatory notes*  
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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

*Source*  
Data not available

*Explanatory notes*  
-

## Cyprus

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	m	m		
Teaching more classes or hours than required by full-time contract	m	m		
Student counselling	m	m		
Running extracurricular activities	m	m		
Providing support or training for other teachers	m	m		
Form teacher / tutor responsibilities	m	m		
Supporting mentoring / induction programmes	m	m		
Other	m	m		

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	m	m		
Successful completion of CPD	m	m		
Outstanding performance in teaching	m	m		
Other	m	m		

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	m	m		
Teaching in a disadvantaged, remote or high-cost areas	m	m		
Other	m	m		

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	m	m		
Family status	m	m		
Other	m	m		

Source

Data not available

## Cyprus

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	m	m	m	m
ISCED 24	m	m	m	m
ISCED 34	m	m	m	m

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

Source

Data not available

Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

Source

Data not available

Explanatory notes

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## Cyprus

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	m	m		
Working overtime	m	m		
Student counselling	m	m		
Running extracurricular activities	m	m		
Providing support or training for other teachers	m	m		
Form teacher / tutor responsibilities	m	m		
Supporting mentoring / induction programmes	m	m		
Other	m	m		

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	m	m		
Successful completion of CPD	m	m		
Outstanding performance	m	m		
Other	m	m		

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	m	m		
Schools in disadvantaged, remote or high-cost areas	m	m		
Other	m	m		

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	m	m		
Family status	m	m		
Other	m	m		

Source

-

## Latvia

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Higher education (Bachelor or Master level (ISCED 6 or 7) or college level (ISCED 5)) in pedagogy and professional teacher's qualification, which include completion of in-school placement, final examinations and diploma thesis. For foreign language teacher, music teacher and sports teacher, a respective qualification is necessary.	8 520	a	a	a	a	a
ISCED 1	Higher education (Bachelor or Master level, ISCED 6 or 7) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective teaching subject area, including completion of in-school placement, final examinations and diploma thesis.	8 520	a	a	a	a	a
ISCED 24	Higher education (Bachelor or Master level, ISCED 6 or 7) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective teaching subjects' area, including completion of in-school placement, final examinations and diploma thesis.	8 520	a	a	a	a	a
ISCED 34	Higher education (Bachelor or Master level, ISCED 6 or 7) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective field of teaching subject, including completion of in-school placement, final examinations and diploma thesis.	8 520	a	a	a	a	a

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016), <https://likumi.lv/ta/id/283667-pedagogu-darba-samaksas-noteikumi>; Regulation on Requirements for Necessary Education and Professional Qualification, and Procedure of Continuing Professional Development of Pedagogues (the Regulation of the Cabinet of Ministers, entered into force on 5 November 2014 and amended in September 2018), <https://likumi.lv/ta/id/269965-noteikumi-par-pedagogiem-nepieciesamo-izglitiba-un-profesionalo-kvalifikaciju-un-pedagogu-profesionalas-kompetences-pilnveides>

## Explanatory notes

The Regulation only sets the minimum monthly salary rate. School heads decide on the teachers' salaries depending on their workload and performance and on the school budget. Salaries can be higher but not lower than the minimum defined in the Regulation.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	11 123	11 133	11 222	11 062	11 089	10 969	11 123
ISCED 1	14 593	14 797	14 641	14 593	14 429	15 379	14 572
ISCED 24	14 000	14 395	14 158	14 014	13 730	14 454	13 963
ISCED 34	15 271	15 128	15 452	15 356	15 120	15 080	15 285

## Source

State Education Information System (*Valsts izglītības informācijas sistēma*, VIIS) where educational institutions (schools) enter information about teachers, their age, gender, workload and work remuneration. Link: <https://www.viis.lv>

## Explanatory notes

Actual salaries are calculated together from all funding sources (state and local government). Only salaries of teachers working 0.9 of one workload and more are included. Average actual salaries of full-time teachers are calculated according to their age groups.

## Latvia

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	Statutory duty	All	Methodology work, project management, and other activities related to the development of the school are included in teachers' work. Teachers holding an administrative post such as deputy head or head of department have no teaching duties (except for a maximum of 7 hours) but do not get an additional compensation.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	Teachers may work more than one workload (30 hours per week) but no more than 40 hours per week. If a teacher takes over additional teaching (not included in his/her job description), the school head may grant an allowance up to 30 % of the compensation for additional hours.
Student counselling	a	Statutory duty	All	Individual and group work with students, and counselling is part of a teacher's workload.
Running extracurricular activities	a	a	All	If a teacher runs extracurricular activities of an educational interest, this extra time is included in the calculation of his/her workload and salary. Pre-primary school may organise extracurricular activities. Participation is voluntary and parents also pay contributions to these classes. Salary of the instructors may come from municipality or private sources.
Providing support or training for other teachers	School level	Incidental payment	All	According to the agreement with teachers' training institution, or with a head of the school. Institutional autonomy.
Form teacher / tutor responsibilities	a	Statutory duty	All	Class/form teacher duties are included in the teachers' workload.
Supporting mentoring / induction programmes	School level	Incidental payment	All	Institutional autonomy or according to agreement within a project or initiative.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	Statutory duty	All	36 hours of CPD every three years are mandatory but not compensated with an additional allowance.
Outstanding performance in teaching	School level	Regular additional payment	All	Teachers with the 1st, 2nd and 3rd quality level (professional activity quality evaluation system) receive an allowance of €45, €114 and €140 respectively.
Other	School level	Incidental payment	All	A teacher may receive an allowance for outstanding personal contribution. Bonuses and allowances paid from the state budget for a teacher in one year cannot exceed 120 % of the teacher monthly salary, but total (state and municipality sources) in one year cannot exceed 175 % of the teacher's monthly salary.

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	10 % of the monthly salary
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	Top level	% of salary	24, 34	Teachers working in the state gymnasiums and vocational education competence centres receive allowance of 10 % of the monthly salary.

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016), <https://likumi.lv/ta/id/283667-pedagogu-darba-samaksas-noteikumi>

## Latvia

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)
ISCED 1	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)
ISCED 24	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)
ISCED 34	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	100 students or less	11 400	a	13 %
ISCED 1	100 students or less	11 400	a	14 %
ISCED 24	100 students or less	11 400	a	20 %
ISCED 34	100 students or less	11 400	a	1 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 3 001 students	24 720	a	0 %
ISCED 1	More than 3 001 students	24 720	a	0 %
ISCED 24	More than 3 001 students	24 720	a	0 %
ISCED 34	More than 3 001 students	24 720	a	0 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	100-150 children	12 000	a	24 %
ISCED 1	200-250 students	12 600	a	12 %
ISCED 24	100-150 students	12 000	a	16 %
ISCED 34	501-800 students	13 800	a	25 %

Authority level determining the statutory salaries of school heads	
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016), <https://likumi.lv/ta/id/283667-pedagogu-darbasamaksas-noteikumi>; Regulation on Requirements for Necessary Education and Professional Qualification, and Procedure of Continuing Professional Development of Pedagogues (the Regulation of the Cabinet of Ministers, entered into force on 5 November 2014, valid till September 2018), <https://likumi.lv/ta/id/269965-noteikumi-par-pedagogiem-nepieciesamo-izglitiba-un-profesionalo-kvalifikaciju-un-pedagogu-profesionalas-kompetences-pilnveides>

## Explanatory notes

The Regulation only defines the minimum monthly salary rate. There are nine salary groups for heads depending on the size of the school.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	16 809	17 166	16 554	16 776	16 886	17 035	16 807
ISCED 1	18 274	16 879	19 890	17 979	18 502	17 789	18 341
ISCED 24	17 229	15 103	18 076	17 069	17 230	17 824	17 127
ISCED 34	20 820	20 978	20 980	20 489	21 027	19 907	20 482

## Source

State Education Information System (*Valsts izglītības informācijas sistēma*, VIIS) where educational institutions (schools) enter information about teachers, their age, gender, workload and work remuneration. Link: <https://www.viis.lv>

## Explanatory notes

Salaries are calculated together from all funding sources (central level (state) and local government). Only salaries of school-heads working 0.9 of one workload and more are included. Average actual salaries of school heads are calculated according to the respective age group.

## Latvia

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	m	All	Local autonomy
Working overtime	Local	m	All	Local autonomy
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Local	m	All	Local autonomy
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Local	m	All	Local autonomy
Other	Local	m	All	Local autonomy

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	Statutory duty	All	36 hours of CPD every three years are mandatory but not compensated with an additional allowance.
Outstanding performance	Local	Regular additional payment	All	Local authorities may grant school heads an allowance for their performance. School heads with teaching duties are also eligible to participate in the performance quality evaluation (voluntarily) and to receive additional allowance related to the teaching quality performance.
Other	Local	m	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Top level	% of salary	All	10 % of the monthly salary
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	% of salary	All	Heads of state gymnasiums are eligible to receive 10 % allowance.

## Source

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016), <https://likumi.lv/ta/id/283667-pedagogu-darba-samaksas-noteikumi>

## Lithuania

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6), no qualification category	9 280	9 861	9 986	10 650	m	15
ISCED 1	Bachelor's degree in education (ISCED 6), no qualification category	13 203	13 536	13 743	14 304	m	25
ISCED 24	Bachelor's degree in education (ISCED 6) no qualification category	13 203	13 536	13 743	14 304	m	25
ISCED 34	Bachelor's degree in education (ISCED 6) no qualification category	13 203	13 536	13 743	14 304	m	25

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Higher education (Bachelor degree ISCED 6), with a pedagogical qualification	9 903	10 982	12 477	14 532	m	15
ISCED 1	Higher education (Bachelor degree ISCED 6), with a pedagogical qualification	14 304	14 698	16 151	18 726	m	25
ISCED 24	Higher education (Bachelor degree ISCED 6), with a pedagogical qualification	14 304	14 698	16 151	18 726	m	25
ISCED 34	Higher education (Bachelor degree ISCED 6), with a pedagogical qualification	14 304	14 698	16 151	18 726	m	25

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Procedure of salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by Minister of Education and Science (order No. XIII-198, 17 January 2017)

Explanatory notes

Procedure of salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by Minister of Education and Science (order No. XIII-198, 17 January 2017)

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	16 920	m	m	m	m	ISCED 02	m
ISCED 1	16 920	m	m	m	m	ISCED 1	m
ISCED 24	16 920	m	m	m	m	ISCED 24	m
ISCED 34	16 920	m	m	m	m	ISCED 34	m

Source

The Lithuanian Department of Statistic (www.stat.gov.lt)

Explanatory notes

Actual data include all teachers working in state companies.

## Lithuania

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	Progression in pay range	All	Basic statutory salary may increase from 3-15 percent.
Teaching more classes or hours than required by full-time contract	School level	Progression in pay range	All	Basic statutory salary may increase from 3-15 percent.
Student counselling	School level	Progression in pay range	All	Basic statutory salary may increase from 3-15 percent.
Running extracurricular activities	School level	Progression in pay range	All	Basic statutory salary may increase from 3-15 percent.
Providing support or training for other teachers	School level	Progression in pay range	All	Basic statutory salary may increase from 3-15 percent.
Form teacher / tutor responsibilities	School level	Progression in pay range	All	Basic statutory salary may increase from 3-15 percent.
Supporting mentoring / induction programmes	School level	Progression in pay range	All	Basic statutory salary may increase from 3-15 percent.
Other	School level	% of salary	All	The school head can grant allowances for other tasks and responsibilities up to a 20 % of the basic salary. In the event of more than one allowance, the total increase cannot be more than 25 % of the basic statutory salary.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	Basic statutory salary increased 3-20 percent.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	School level	Progression in pay range	All	The basic statutory salary may increase from 3 to 15 % teaching in International Baccalaureate classes, in multilingual environment and in a national minority language, and teaching ill students at home.

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Procedure of salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by Minister of Education and Science (order No. XIII-198, 17 January 2017)

## Lithuania

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience
ISCED 1	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience
ISCED 24	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience
ISCED 34	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 200 pupils	14 947	23 604	m
ISCED 1	Less than 200 students	14 947	23 604	m
ISCED 24	Less than 200 students	14 947	23 604	m
ISCED 34	Less than 200 students	14 947	23 604	m

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	601 and more pupils	17 812	26 261	m
ISCED 1	601 and more students	17 812	26 261	m
ISCED 24	601 and more students	17 812	26 261	m
ISCED 34	601 and more students	17 812	26 261	m

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Between 201 and 600 pupils	16 608	24 518	m
ISCED 1	Between 201 and 600 students	16 608	24 518	m
ISCED 24	Between 201 and 600 students	16 608	24 518	m
ISCED 34	Between 201 and 600 students	16 608	24 518	m

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Procedure of salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by Minister of Education and Science (order No. XIII-198, 17 January 2017)

Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

Source

Data not available

Explanatory notes

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## Lithuania

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Provincial/ Regional	Incidental payment	All	Basic salary may increase up to 25 %.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Provincial/ Regional	Regular additional payment	All	Basic salary may increase from 5 to 20 % in other cases determined by local authorities. Basic statutory salary may increase up to a maximum of 25 percent.

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Provincial/ Regional	Regular additional payment	All	Basic salary may increase from 5 to 20 % for leading a school with 10 or more SEN students or with a unit with SEN students.
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Procedure of salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by Minister of Education and Science (order No. XIII-198, 17 January 2017)

# Luxembourg Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6) plus competitive examination	67 391	87 159	98 391	119 057	90 %	30
ISCED 1	Bachelor's degree in education (ISCED 6) plus competitive examination	67 391	87 159	98 391	119 057	83 %	30
ISCED 24	Master's degree in education (ISCED 7) plus competitive examination	76 376	96 060	106 005	133 579	71 %	30
ISCED 34	Master's degree in education (ISCED 7) plus competitive examination	76 376	96 060	106 005	133 579	85 %	30

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

<http://www.fonction-publique.public.lu/fr/remunerations-et-pensions/remunerations/traitement-fonctionnaire/index.html>

#### Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

#### Source

Data not available

#### Explanatory notes

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## Luxembourg

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	1/173 of the monthly salary is paid for every supplementary hour of work.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	When teachers have a higher degree as the minimum required they get an higher number of p.i. ( <i>point indiciaire</i> ) as the normal teachers if their higher qualification is recognized. For example a doctorate is paid 20 p.i. more than normal qualifications.
Successful completion of CPD	Top level	Progression in pay range	All	In order to advance in the career, teachers have to fulfil a certain number of professional development activities, they are regulated in the law.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Progression in pay range	All	Teachers can ask a <i>indemnité de route</i> for travels they have to do as well as a reduction of taxes if their workplace is different than the location where they live.
Family status	Top level	Regular additional payment	All	Married teachers as well as for each child they have, get an allowance.
Other	a	a	All	

Source

<http://www.fonction-publique.public.lu/fr/remunerations-et-pensions/remunerations/traitement-fonctionnaire/index.html>

## Luxembourg

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	a
ISCED 1	a
ISCED 24	Bachelor's Degree (ISCED 6)
ISCED 34	Bachelor's Degree (ISCED 6)

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	All public secondary schools	105 579	146 013	100 %
ISCED 34	All public secondary schools	105 579	146 013	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	a
ISCED 1	a
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

<http://www.fonction-publique.public.lu/fr/remunerations-et-pensions/remunerations/traitement-fonctionnaire/index.html>

## Explanatory notes

There are no school heads in pre-primary and primary schools.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

## Source

Data not available.

## Explanatory notes

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## Luxembourg

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Top level	Incidental payment	All	1/173 of the monthly salary is paid for every supplementary hour of work.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	
Successful completion of CPD	Top level	Progression in pay range	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

<http://www.fonction-publique.public.lu/fr/remunerations-et-pensions/remunerations/traitement-fonctionnaire/index.html>

## Hungary

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	BA (ISCED 6) <i>óvodapedagógus</i> /kindergarten teacher	7 193	9 098	9 772	12 805	m	42
ISCED 1	BA (ISCED 6) <i>tanító</i> /primary teacher	7 193	9 098	9 772	12 805	m	42
ISCED 24	MA (ISCED 7) <i>tanár</i> /teacher	7 488	10 109	10 858	14 228	m	42
ISCED 34	MA (ISCED 7) <i>tanár</i> /teacher	7 488	10 109	10 858	14 228	m	42

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

The Act on the central budget issued in 2017 No C. for the Central Budget 2018 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2017 regulates the amount for 2018 61§). The Act on general education (65§) and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

Explanatory notes

Act on the central budget for 2018 issued in 2017 No C.: stipulates an amount of HUF 101 500 for further calculation. The Act on general education prescribes the percentage applied in case of a bachelor's and master's qualification, by which the salary base can be calculated (101 500 multiplied with the given percentage effective in the given reference year).

The Act on general education (Annex 7.) regulates the pay scale, the percentage by which the salary base has to be multiplied depending on the number of years spent in teaching and the teacher category (promotion levels: Fully qualified trainee teacher, Teacher 1, Teacher 2, Master Teacher, Researcher Teacher).

The reported salaries refer to category Teacher I.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	11 556	8 571	10 283	12 304	13 287	ISCED 02	10 132	11 564
ISCED 1	12 642	9 230	11 051	13 257	14 391	ISCED 1	12 430	12 679
ISCED 24	12 642	9 230	11 051	13 257	14 391	ISCED 24	12 430	12 679
ISCED 34	13 394	9 819	11 765	13 982	15 516	ISCED 34	13 293	13 446

Source

Annual statistical survey on individual earnings carried out in May each year by the Ministry for National Economy. The survey covers all institutions and teachers in the public sector.

Explanatory notes

Pre-primary data include teachers in NACE 85.1 and ISCO 2342. Primary and lower secondary teachers include teachers in NACE 85.2 and ISCO 2341. ISCED 1 and 24 are provided in the same school; the actual salary figures refer to teachers in these schools with no distinction between education level. Upper secondary school teachers include teachers in NACE 85.3 and ISCO 2330.

## Hungary

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	All	For performing management tasks, teachers get an allowance defined as a percentage of part of their salary, which depends on their qualification level (HUF 182 700 a month for the bachelor and for HUF 203 000 for a master's degree): - Deputy school head/s: 20-40 %, - Team leaders of working groups of teachers: 5-10 %, - School/kindergarten division head/s: 20-40 % - Deputy head/s of school/kindergarten division/s: 20 %
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	All	Collective agreement concluded by the Klebelsberg Maintenance Centre (13.1): the amount for one lesson is the base salary (without allowances) divided by 138.5.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	It is included in the base salary if it is in the compulsory teaching time (22-26 lessons a week [45 minutes]). If it is above, the teacher receives overtime compensation.
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	Top level	% of salary	All	Teachers can get between 10 and 30 % of part of their base salary, which depends on their qualification level (HUF 182 700 for the bachelor and HUF 203 000 for a master's degree).
Supporting mentoring / induction programmes	a	a	All	No extra payment. The school head may decide on it as part of the compulsory non-teaching time at school (up to 32 hours).
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Local	Regular additional payment	All	Local authorities may raise the base salary of teachers for their outstanding performance.
Other	Top level	% of salary	All	Every six years, teachers may sit on an exam to be promoted to the next career level, namely Teacher II or Master teacher, with better salary ranges.

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	5-10 % of the base salary.
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	All	10-30 % of the base salary.
Other	Top level	% of salary	All	Allowance for teaching ethnic minority classes in an ethnic minority language: 10-40 % of the base salary of the degree of the teacher.

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Regular additional payment	All	Allowance for former school head/s (for 10 years or more) that continue teaching at the same school: 25 % of his/her former school head allowance.

## Source

The Act on the central budget issued in 2017 No C. for the Central Budget 2018 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2017 regulates the amount for 2018). The Act on general education and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

## Hungary

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	BA (ISCED 6) and at least 5 year teaching practice plus school head qualification
ISCED 1	BA (ISCED 6) and at least 5 year teaching practice plus school head qualification
ISCED 24	MA (ISCED 7) and at least 5 year teaching practice plus school head qualification
ISCED 34	MA (ISCED 7) and at least 5 year teaching practice plus school head qualification

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public schools	10 783	23 252	100 %
ISCED 1	All public schools	10 783	23 252	100 %
ISCED 24	All public schools	10 783	25 835	100 %
ISCED 34	All public schools	11 982	25 835	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

The Act on the central budget issued in 2017 No C. for the Central Budget 2018 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2017 regulates the amount for 2018). The Act on general education and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

## Explanatory notes

At ISCED 02 and 1, the minimum is the salary of a teacher with 5 years of experience and the 40 % of the salary base for a bachelor's degree (HUF 182 700) and the maximum is the salary of a "Researcher Teacher" with at least 42 years of experience plus the 80 % of the salary base for a bachelor's degree (HUF 182 700). At ISCED 24, the minimum is the salary of a teacher with 5 years of experience and the 40 % of the salary base for a bachelor's degree (HUF 182 700) and the maximum is the salary of a "Researcher Teacher" with at least 42 years of experience plus the 80 % of the salary base for a master's degree (HUF 203 000). At ISCED 34, the minimum is the salary of a teacher with 5 years of experience and the 40 % of the salary base for a master's degree (HUF 203 000) and the maximum is the salary of a "Researcher Teacher" with at least 42 years of experience plus the 80 % of the salary base for a master's degree (HUF 203 000).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

## Source

Data not available

## Explanatory notes

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## Hungary

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Top level	% of salary	All	5-10 % of the base salary
Schools in disadvantaged, remote or high-cost areas	Top level	% of salary	All	10-30 % of the base salary
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

The Act on the central budget issued in 2017 No C. for the Central Budget 2018 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2017 regulates the amount for 2018). The Act on general education and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

## Malta

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Education diploma (ISCED 4) and one-year probationary period and successful completion of one-year probationary period	19 487	23 693	24 509	24 509	100 %	12
ISCED 1	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	23 716	27 251	28 225	32 258	100 %	19
ISCED 24	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	23 716	27 251	28 225	32 258	100 %	19
ISCED 34	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	23 716	27 251	28 225	32 258	100 %	19

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (2017) (<https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf>)

Explanatory notes

All teachers are granted an additional payment of €512.52 per year, together with a class allowance and the 'Work Resources Fund' (both of which depend on the education level and salary scale). The class allowance and the work resources fund were introduced in January 2018 following the conclusion of the sectoral agreement between the Government of Malta and the Malta Union of Teachers.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	24 204	23 292	24 509	24 509	24 509	m	m
ISCED 1	30 158	26 390	29 726	32 258	32 258	m	m
ISCED 24	30 158	26 390	29 726	32 258	32 258	m	m
ISCED 34	30 158	26 390	29 726	32 258	32 258	m	m

Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (2017) (<https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf>).

Explanatory notes

The actual salary figures correspond to the average of the statutory salaries by year in service, including the allowance that all public employees receive, the class allowance and the work resource fund. Other allowances that only some teachers receive for running extra-curricular activities or holding further qualifications are not included.

## Malta

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Collective agreement	Progression in pay range	1, 24, 34	Upon appointment, a head of department shall proceed to Salary Scale 6 – and also has a reduced teaching load.
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	Collective agreement	Incidental payment	All	Pre-primary educators and teachers may apply to perform extracurricular duties on a voluntary basis. Payment rates for early morning supervision of students duties are provided by the sectoral agreement (€11.39 per hour in 2018) while payment rates for after school duties (known as Club 3-16) and summer school are established by the Foundation for Educational Services (FES).
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	Qualification Allowances (per annum paid in each salary payment) Doctorate: €1100; Masters: €800; Bachelor: €500; Diploma: €380
Successful completion of CPD	Collective agreement	Progression in pay range	1, 24, 34	Progression of a teacher to the next salary scale may be accelerated from eight to six years, if a teacher accumulates an aggregate of 360 hours of recognised self-sought Continuous Professional Development (CPD) time over six years.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (21 December 2017) (<https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf>)

## Malta

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	ISCED Level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator
ISCED 1	ISCED Level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator
ISCED 24	ISCED Level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator
ISCED 34	ISCED Level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 200 pupils	34 199	36 121	35 %
ISCED 1	Less than 200 pupils	34 199	36 121	35 %
ISCED 24	Less than 200 pupils	34 199	36 121	18 %
ISCED 34	Less than 200 pupils	34 199	36 121	29 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 800 pupils	35 174	37 096	1 %
ISCED 1	More than 800 pupils	35 174	37 096	1 %
ISCED 24	More than 800 pupils	35 174	37 096	0 %
ISCED 34	More than 800 pupils	35 174	37 096	10 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	Between 201 and 350 pupils	34 394	36 316	36 %
ISCED 34	Between 351 and 500 pupils	34 589	36 511	38 %

Authority level determining the statutory salaries of school heads	
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

## Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (2017) (<https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf>)

## Explanatory notes

Following the coming into force in 2017 of the new Sectoral Agreement, school heads are now in salary scale 5 whereas previously they were pegged to salary scale 6. Newly appointed school heads, upon satisfactory performance, receive yearly increments to their salary for four years following which they reach the maximum of salary scale 5.

The reported statutory salaries include, the management allowance, an allowance of €512.52 per year (received by all public sector employees), a class allowance (€3 543) and a 'Work Resources Fund' (€488), which were introduced in January 2018 as part of the sectoral agreement.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	35 647	m	m	m	m	m	m
ISCED 1	35 647	m	m	m	m	m	m
ISCED 24	35 647	m	m	m	m	m	m
ISCED 34	35 647	m	m	m	m	m	m

## Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (2017) (<https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf>)

## Explanatory notes

The actual salary figures correspond to the average of the statutory salaries by year in service, including the allowance that all public employees receive, the management allowance, the class allowance and the work resource fund. Other allowances that only some school heads receive for running extra-curricular activities or holding further qualifications are not included.

## Malta

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	Top level	Incidental payment	All	School heads may apply to perform extracurricular duties on a voluntary basis. Payment rates for early morning supervision of students are provided by the sectoral agreement (€11.39 per hour in 2018) while payment rates for after school duties (known as Club 3-16) and summer school are established by the Foundation for Educational Services (FES).
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	Qualification Allowances (per annum paid in each salary payment) Doctorate: €1 100; Masters: €800; Bachelor: €500; Diploma: €380
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source  
Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (2017) (<https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf>)

## Netherlands

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher training program (ISCED 6)	35 600	47 303	55 469	58 597	100 %	18
ISCED 1	Teacher training program (ISCED 6)	35 600	47 303	55 469	58 597	100 %	18
ISCED 24	Teacher training program (ISCED 6 or ISCED 7)	37 809	57 950	66 644	77 507	100 %	m
ISCED 34	Teacher training program (ISCED 7)	37 809	57 950	66 644	77 507	100 %	m

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

## Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education: [https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and <https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>

For secondary education: [https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and [https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006). Data on the number of teachers in each salary scale is acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

## Explanatory notes

The statutory salary reported in the data collection is the total statutory salary of a year (allowances included), weighted by the ratio in salary scales on 1 October 2018 for all the categories if applicable.

ISCED 02 and 1: Weighted salary 10 years and 15 years is:  $(72.0/100 \times LA) + (27.6/100 \times LB) + (0.4 \times LC)$ . Unweighted start and maximum-salary (resp. scale LA and scale LB). LC is almost not used in practice, therefore scale LB is chosen as max. The salaries of the three salary scales are the same countrywide.

ISCED 24 and 34: Weighted salary start, 10 years and 15 years is:  $(42.7/100 \times LB) + (31.7/100 \times LC) + (25.6/100 \times LD)$ . Unweighted maximum salary is LD. The salaries of the three salary scales are the same countrywide. In the Randstad area (Urban region in the western part of the Netherlands) more teachers have a higher salary scale (*Randstadregeling*). Unweighted maximum-salary (scale LD) and the weighted one for the start and 10 years (scales LB, LC and LD).

Most of the teachers in secondary education teach at ISCED level 2 and ISCED level 3.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	51 148	43 624	53 594	54 770	55 488	50 844	51 197
ISCED 1	51 148	43 624	53 594	54 770	55 488	50 844	51 197
ISCED 24	61 996	48 689	64 201	66 676	68 844	63 247	60 746
ISCED 34	61 996	48 689	64 201	66 676	68 844	63 247	60 746

## Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education: [https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and <https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>

For secondary education: [https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and [https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006)

Data on the number of teachers in each salary scale is acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

## Explanatory notes

Total year salary, allowances included. Salary based on collective labour agreement. Number of teachers and the salaries are based on actual data provided by the school boards to the Ministry of Education, Culture and Science.

The level of attainment is acquired by questionnaires.

## Netherlands

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	m	All	It is impossible to specify the amount of the allowances. It is the responsibility of the individual school board how this is arranged.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	This depends on an agreement between the school leader and the teacher and is only possible to a maximum of 1.20 fte.
Student counselling	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. It is up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Running extracurricular activities	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. Summer schools are not the responsibility of the school (not applicable).
Providing support or training for other teachers	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers.
Form teacher / tutor responsibilities	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. It is up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Supporting mentoring / induction programmes	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. It is up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale)
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	School level	m	All	It is up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Successful completion of CPD	School level	m	All	It is up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Outstanding performance in teaching	School level	m	All	It is up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	School level	m	All	It is up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale)
Teaching in a disadvantaged, remote or high-cost areas	School level	m	All	Schools with special high SES students get more money. It is up to the school how this will be spend.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	No difference in payment
Family status	a	a	All	
Other	a	a	All	

## Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education: [https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and

<https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>

For secondary education: [https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and

[https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006)

Data on the number of teachers in each salary scale is acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

## Netherlands

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Competence requirement ( <i>Schoolleidersregister PO vastgestelde bekwaamheidseisen</i> )
ISCED 1	Competence requirement ( <i>Schoolleidersregister PO vastgestelde bekwaamheidseisen</i> )
ISCED 24	School boards decide on the minimum qualification requirements.
ISCED 34	School boards decide on the minimum qualification requirements.

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Salary scale DA for schools with less than 200 students	43 987	62 537	m
ISCED 1	Salary scale DA for schools with less than 200 students	43 987	62 537	m
ISCED 24	Salary scale 12	48 793	77 356	m
ISCED 34	Salary scale 12	48 793	77 356	m

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Salary scale DC for schools with 400 students or more	47 095	81 059	m
ISCED 1	Salary scale DC for schools with 400 students or more	47 095	81 059	m
ISCED 24	Salary scale 17	83 510	120 011	m
ISCED 34	Salary scale 17	83 510	120 011	m

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Salary scale DB for schools with between 200 and 399 students	45 521	73 352	m
ISCED 1	Salary scale DB for schools with between 200 and 399 students	45 521	73 352	m
ISCED 24	Salary scale 13	59 138	82 503	m
ISCED 34	Salary scale 13	59 136	82 500	m

## Authority level determining the statutory salaries of school heads

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

## Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education:

[https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and <https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>.

For secondary education: [https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and

[https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006)

Data on the number of teachers in each salary scale is acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

## Explanatory notes

Total year salary, allowances included. Salary based on collective labour agreement.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	69 047	56 032	65 357	69 697	71 858	70 482	67 866
ISCED 1	69 047	56 032	65 357	69 697	71 858	70 482	67 866
ISCED 24	86 669	66 692	81 075	86 463	88 871	86 969	86 065
ISCED 34	86 669	66 692	81 075	86 463	88 871	86 969	86 065

## Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education: [https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and

<https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>

For secondary education: [https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and

[https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006)

Data on the number of teachers in each salary scale is acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

## Explanatory notes

The actual salaries are the weighted average for the FTE's for each scale and period times the statutory salary for each combination of scale and period.

The level of attainment is acquired by questionnaires.

## Netherlands

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	School level	m	All	School boards decide on these allowances.
Working overtime	School level	m	All	School boards decide on these allowances.
Student counselling	School level	m	All	School boards decide on these allowances.
Running extracurricular activities	School level	m	All	School boards decide on these allowances.
Providing support or training for other teachers	School level	m	All	School boards decide on these allowances.
Form teacher / tutor responsibilities	School level	m	All	School boards decide on these allowances.
Supporting mentoring / induction programmes	School level	m	All	School boards decide on these allowances.
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	School level	m	All	School boards decide on these allowances.
Successful completion of CPD	School level	m	All	School boards decide on these allowances.
Outstanding performance	School level	m	All	School boards decide on these allowances.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	School level	m	All	School boards decide on these allowances.
Schools in disadvantaged, remote or high-cost areas	School level	m	All	School boards decide on these allowances.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	School level	m	All	School boards decide on these allowances.
Family status	a	a	All	
Other	a	a	All	

Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education: [https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and <https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>

For secondary education: [https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and [https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006)

Data on the number of teachers in each salary scale is acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

## Austria

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	m	m	m	m	m	m	m
ISCED 1	Bachelor of Education (ISCED 6)	37 332	40 382	44 730	65 664	100 %	34
ISCED 24	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 1 year induction programme	36 854	42 335	46 945	70 057	100 %	34
ISCED 34	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 1 year induction programme	36 251	45 656	51 341	74 705	100 %	34

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	m
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Legal documents (Civil Service Act, statutory pay schemes: *Gehaltsgesetz, Vertragsbedienstetengesetz, Landeslehrer-Dienstrechtsgesetz, Landesvertragslehrpersonengesetz* — link: [www.ris.bka.gv.at](http://www.ris.bka.gv.at)).

Explanatory notes

In 2018/19, starting teachers could choose between the old and the new payment scheme (implemented in 2015) for the last time. The salary figures are a weighted average.

Pre-primary education is largely provided in kindergartens, for which there are no data available. The remaining minority of pre-primary schools are integrated in primary schools. Data on these teachers are the same as for ISCED 1. At ISCED 34, vocational programmes are included.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	50 764	37 934	45 423	55 884	64 448	ISCED 1	46 996
ISCED 24	58 322	41 074	49 433	61 605	72 872	ISCED 24	58 614
ISCED 34	65 347	44 955	56 503	67 998	79 958	ISCED 34	68 174

Source

Management Information Systems, not publicly available

Explanatory notes

The actual average salaries were calculated for full-time equivalent teachers. Headmasters, deputies and assistants as well as heads of departments are excluded. Pre-primary education is largely provided in kindergartens, for which there are no data available. The remaining minority of pre-primary schools are integrated in primary schools. Data on these teachers are the same as for ISCED 1. At ISCED 34, vocational programmes are included.

## Austria

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	34	Head of department: 67 % of head's allowance. Administrative support of head: 33 % or 50 % of head's allowance depending on the type of school.
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	1.3 % of the monthly salary per teaching-hour
Student counselling	Top level	Regular additional payment	24, 34	Between €79 and €315 per month depending on the school size
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Regular additional payment	24	Coordination of teachers: between €84 and €100 per month depending on the school size
Form teacher / tutor responsibilities	Top level	Regular additional payment	All	Between €93 to €205 per month depending on level of education/type of school for 10 month a year
Supporting mentoring / induction programmes	Top level	Regular additional payment	All	Between €118 to €197 per month depending on the number of starting teachers
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Top level	Incidental payment	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Legal documents (Civil Service Act, statutory pay schemes: *Gehaltsgesetz*, *Vertragsbedienstetengesetz*, *Landeslehrer-Dienstrechtsgesetz*, *Landesvertragslehrpersonengesetz* – link: [www.ris.bka.gv.at](http://www.ris.bka.gv.at))

## Austria

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	a
ISCED 1	Bachelor of Education (ISCED 6) + 5 years teaching
ISCED 24	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 5 years teaching
ISCED 34	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 6 years teaching

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	small school (1 class)	41 157	70 766	0 %
ISCED 24	small school (1 class)	41 157	70 766	0 %
ISCED 34	small school (1 to 3 classes)	54 218	91 636	0 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	large school (more than 60 classes)	48 950	82 562	0 %
ISCED 24	large school (more than 60 classes)	48 950	82 562	0 %
ISCED 34	large school (more than 60 classes)	62 181	103 657	6 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	4-7 classes	43 859	74 871	36 %
ISCED 24	8-9 classes	44 615	76 003	32 %
ISCED 34	13-21 classes	59 118	99 028	30 %

## Authority level determining the statutory salaries of school heads

ISCED 02	a
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Legal documents (Civil Service Act, statutory pay schemes: *Gehaltsgesetz*, *Vertragsbedienstetengesetz*, *Landeslehrer-Dienstrechtsgesetz*, *Landesvertragslehrpersonengesetz* – link: [www.ris.bka.gv.at](http://www.ris.bka.gv.at)).

## Explanatory notes

Pre-primary education is largely provided in kindergartens, for which there are no data available. The remaining minority of pre-primary schools are integrated in primary schools. Data on these school heads are the same as for ISCED 1. At ISCED 34, vocational programmes are included.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	71 344	46 366	57 547	69 071	78 184	71 023	71 405
ISCED 24	78 348	47 937	59 836	73 380	83 212	78 931	77 723
ISCED 34	95 836	66 183	76 625	89 963	101 666	97 696	92 871

## Source

Management Information Systems, not publicly available

## Explanatory notes

Mean of the schoolheads monthly compensations over a school year. At ISCED 34, vocational programmes are included.

## Austria

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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# Poland Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550)	6 333	7 698	9 344	9 738	0 %	20
ISCED 1	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550)	6 333	7 698	9 344	9 738	0 %	20
ISCED 24	Bachelor's degree or Bachelors's of Applied Science degree with pedagogical training (ISCED-A 660)	m	m	m	m	2 %	20
ISCED 34	Master's degree with pedagogical training (ISCED-A 760)	7 226	9 976	12 187	12 704	100 %	20

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's degree with pedagogical training (ISCED-A 760)	7 226	9 976	12 187	12 704	92 %	20
ISCED 1	Master's degree with pedagogical training (ISCED-A 760)	7 226	9 976	12 187	12 704	97 %	20
ISCED 24	Master's degree with pedagogical training (ISCED-A 760)	7 226	9 976	12 187	12 704	98 %	20
ISCED 34	a	a	a	a	a	a	a

#### Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

School Education Information System database (SIO) administered by the Ministry of National Education; Laws and regulations: Act of 26 January 1982 – The Teachers' Charter (with further amendments); Regulation by the Minister of National Education of 1 August 2017 on the specific qualifications required from teachers (with further amendments).

#### Explanatory notes

Annual statutory teacher salaries include additional payments that constitute a regular part of the annual base salary such as the seniority allowance, the 13th pay and holiday benefits.

In case of teachers with 10 years of experience, calculation was based on the salary of teachers who are classified as 'appointed teachers' on the professional promotion scale, since 53 % of the teachers with 10 years of experience belong to this category.

In case of teachers with 15 years of experience, calculation was based on the salary of the teachers, who are classified as 'chartered teachers' on the professional promotion scale, since 59 % of the teachers with 15 years of experience make up this category.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2017/18

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	11 946	9 516	11 568	13 729	13 471	11 543	11 947
ISCED 1	14 284	10 550	13 827	15 299	15 254	13 618	14 388
ISCED 24	14 517	10 900	14 147	15 221	15 328	14 017	14 662
ISCED 34	14 178	10 522	13 852	14 801	14 874	13 817	14 305

#### Source

School Education Information System database (SIO) administered by the Ministry of National Education.

Laws and regulations: Act of 26 January 1982 – The Teachers' Charter (with further amendments); Regulation by the Minister of National Education of 1 August 2017 on the specific qualifications required from teachers (with further amendments).

#### Explanatory notes

Teachers' salaries for the school year 2017/18 were calculated on the basis of the actual data collected in the School Education Information System (SIO) as of the 31 March 2018. They take into account the basic salary, benefits, overtime payments, supplements for the teachers in rural schools and for accommodation, as well as holidays payments. The reference date for this calculation is March 2018 and the data available on that day were then extrapolated for the entire year. Calculation excludes equalization supplements as well as payments for ad hoc substitutions.

## Poland

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	More than one	Progression in pay range	All	Entitlement is decided at the central level, but the amount is decided by local authorities.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	More than one	Progression in pay range	1, 24, 34	Entitlement is decided at the central level, but the amount is decided by local authorities.
Supporting mentoring / induction programmes	More than one	Progression in pay range	All	Entitlement is decided at the central level, but the amount is decided by local authorities.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	More than one	Incidental payment	All	Teachers' performance is evaluated by a school head on the basis of observations carried out during the teacher's classes and pupils' results. The school head may also ask the parents' council and the pupils' self-government for an opinion.
Other	More than one	Progression in pay range	All	Motivation incentive for teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, outstanding performance of duties, and implementation of the educational priorities of the school governing body in accordance with local education policy into the school life). The amount is defined at local level and the decision is taken by the school head.

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	All	10 % of the base salary paid to teacher monthly for teaching in rural areas or towns with no more than 5 000 inhabitants.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Incidental payment	All	Service anniversary award: for 20 years of work – 75 % of monthly remuneration; for 25 years of work – 100 % of monthly remuneration; for 30 years of work – 150 % of monthly remuneration; for 35 years of work – 200 % of monthly remuneration; for 40 years of work – 250 % of monthly salary.

## Source

Act of 26 January 1982 – The Teachers' Charter (with further amendments)

## Poland

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660) +5-year teaching experience
ISCED 1	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660) +5-year teaching experience
ISCED 24	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660) +5-year teaching experience
ISCED 34	Master's degree with pedagogical training (ISCED-A 760) + 5-year teaching experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	10 878	12 192	100 %
ISCED 1	a	11 202	12 516	100 %
ISCED 24	a	11 459	14 135	100 %
ISCED 34	a	12 766	15 842	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Data on gross annual statutory salaries are from the Act of 26 January 1982 Teachers' Charter (with further amendments) plus executive regulations related to salaries.

Regulation by the Minister of National Education of 11 August 2017 on the requirements to be met by a person holding a school head's position and another managerial position in a public kindergarten, public primary school, public secondary school and any other public educational institution.

## Explanatory notes

Starting/minimum statutory salary includes the base salary, the additional annual remuneration, the years in service allowance (6%), the holiday allowance and the post-related allowance (average amount of post-related allowance according to School Education Information System (SIO), March 2018).

The maximum statutory salaries of school heads was calculated as the sum of basic salary and bonuses that constitute a regular part of the annual basic salary like seniority allowance, thirteenth month and holiday benefits. The actual data on position allowances for school heads is collected in the administrative data base (School Education Information System, SIO).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2017/18

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	18 041	13 479	16 794	18 116	18 511	19 654	17 901
ISCED 1	19 116	14 770	17 879	19 198	19 624	19 509	19 013
ISCED 24	19 688	16 154	18 732	19 659	20 200	20 152	19 493
ISCED 34	19 505	15 356	18 583	19 500	20 068	19 872	19 315

## Source

School Education Information System (SIO), 31 March 2018

## Explanatory notes

School head salaries for the school year 2017/18 were calculated based on actual data collected in the School Education Information System (SIO) and they reflect the situation on the 31 March 2018. The actual gross salaries were calculated as the average salaries including all bonuses, allowances and additional payments of full-time school heads and their deputies aged 25 to 64. At the upper secondary level (ISCED 3), the salaries of the school heads and their deputies were calculated only for the general programmes. The reference date for calculation is March 2018 and the data available on that day were then extrapolated for the entire school year. Calculation excludes equalization supplements as well as payments for ad hoc substituting.

## Poland

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	More than one	Incidental payment	All	The amounts are specified in regulations of the central, regional and local authorities. The school head is assessed for achievements in education quality by, for instance, creating conditions for developing students' aptitudes and abilities, providing support to teachers in carrying out their tasks and ensuring safety for students and teachers. The evaluation of a school head is carried out by the body in charge of pedagogical supervision in agreement with the local authority.
Other	More than one	Regular additional payment	All	The Motivation incentive (management performance appraisal) is specified in central regulations and the amount of the allowance is decided at local level. In March 2018, the actual average value of the motivation incentive for all Polish school heads amounted to PLN 593 per month.

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	% of salary	All	10 % of the base salary paid to school head monthly for working in rural areas or towns with no more than 5 000 inhabitants.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Incidental payment	All	Service anniversary award: for 20 years of work – 75 % of monthly remuneration; for 25 years of work – 100 % of monthly remuneration; for 30 years of work – 150 % of monthly remuneration; for 35 years of work – 200 % of monthly remuneration; for 40 years of work – 250 % of monthly salary.

## Source

Act of 26 January 1982 – The Teachers' Charter (with further amendments).

Regulation by the Minister of National Education of 11 August 2017 on the requirements to be met by a person holding a school head's position and another managerial position in a public kindergarten, public primary school, public secondary school and any other public educational institution.

# Portugal Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme.	22 310	27 148	28 803	48 154	100 %	34
ISCED 1	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme.	22 310	27 148	28 803	48 154	100 %	34
ISCED 24	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme.	22 310	27 148	28 803	48 154	100 %	34
ISCED 34	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme.	22 310	27 148	28 803	48 154	100 %	34

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Education Financial Management Institute and Directorate-General for Education and Science Statistics. Please see the "Teacher's Career Statute": <https://dre.pt/application/conteudo/542994>, <https://dre.pt/application/conteudo/335228>, <https://dre.pt/application/conteudo/491219>

#### Explanatory notes

Data refers to full-time equivalent teachers from public schools under the tutelage of the Ministry of Education, excluding vocational schools. However, at secondary level, teachers may teach general and/or vocational courses. Regardless of the entry qualifications and the education level, all teachers are paid on

the same salary range, which consists of ten levels of four years each, except the 5th level which lasts two years. The criteria ruling salary progression include participation in professional development activities and quotas. Lower and upper secondary teachers belong to the same formal group (i.e. *professores do 3.º ciclo do ensino básico e do ensino secundário*). For this data collection, each teacher has been classified in the ISCED level in which his/her teaching load is higher.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2017/18

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	32 291	22 315	23 355	28 853	36 310	29 915	32 308
ISCED 1	29 561	22 315	23 676	27 908	36 618	30 252	29 398
ISCED 24	29 084	23 467	24 156	27 771	34 968	28 874	29 147
ISCED 34	31 573	22 315	24 168	28 438	37 253	31 037	31 831

#### Source

Ministry of Education (administrative data); Education Statistics

#### Explanatory notes

The average annual gross salary has been calculated on the basis of salaries paid in May 2018. Allocation of teachers in lower or upper secondary education has been made according to their respective teaching load.

## Portugal

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	Statutory duty	All	Deputy heads, heads of curricular departments, class coordinators and teachers with other management responsibilities have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	Teachers are paid overtime work for the hours they teach beyond the statutorily established. The cost per hour depends on the position in the teaching career and the number of overtime hours (12.5% for the first hour and 18.75% for the second or more hours).
Student counselling	More than one	Statutory duty	All	Teachers responsible for "specific tutorial support" to students have their teaching time reduced. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Running extracurricular activities	More than one	Statutory duty	All	Teachers running extra-curricular activities may receive a reduction in teaching time. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Providing support or training for other teachers	More than one	Statutory duty	All	Teacher trainers receive a reduction in teaching time, during the time they hold the task. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Form teacher / tutor responsibilities	More than one	Statutory duty	All	Class tutors' coordinators and class tutors have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Supporting mentoring / induction programmes	More than one	Statutory duty	All	Teachers responsible for mentoring/induction programmes have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	All teachers enter the teaching profession with ISCED 7 qualifications and begin at level 1 (Index 167). Teachers who obtain a masters or a doctoral degree after entering the profession and get an evaluation score of "Good" or higher are rewarded with a bonus corresponding to 1 year or 2 years, respectively, in career progression.
Successful completion of CPD	Top level	Progression in pay range	All	In order to progress in the career, teachers have to complete a certain amount of CPD. Salary progression occurs every four years and 50 hours of CPD is a requirement for that, except progression from level 5 to level 6 which requires just 2 years and 25 CPD hours (Decree-law 41/2012, 21 February). In case of non-successful completion, the teacher will not progress in the teaching career.
Outstanding performance in teaching	Top level	Progression in pay range	All	Teachers that are appraised with Excellent ( <i>Excelente</i> ) or Very Good ( <i>Muito Bom</i> ) may progress faster in their careers.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Basis: Teaching Career Statute (Law nr. 80/2013, 28 November)

<https://www.dgae.mec.pt/gestrechumanos/pessoal-docente/carreira/carreira-docente/>

## Portugal

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience
ISCED 1	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience
ISCED 24	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience
ISCED 34	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	School / school cluster with 300 or less students enrolled	27 384	50 554	5 %
ISCED 1	School / school cluster with 300 or less students enrolled	27 384	50 554	5 %
ISCED 24	School / school cluster with 300 or less students enrolled	27 384	50 554	5 %
ISCED 34	School / school cluster with 300 or less students enrolled	27 384	50 554	5 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	School / school cluster with 1500 or more students enrolled.	31 310	57 154	44 %
ISCED 1	School / school cluster with 1500 or more students enrolled.	31 310	57 154	44 %
ISCED 24	School / school cluster with 1500 or more students enrolled.	31 310	57 154	44 %
ISCED 34	School / school cluster with 1500 or more students enrolled.	31 310	57 154	44 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Education Financial Management Institute and Directorate-General for Education and Science Statistics. Please see the "Teacher's Career Statute": <https://dre.pt/application/conteudo/542994>, <https://dre.pt/application/conteudo/335228>, <https://dre.pt/application/conteudo/491219>

## Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2017/18

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	41 668	a	32 547	37 507	46 720
ISCED 1	41 668	a	32 547	37 507	46 720
ISCED 24	41 668	a	32 547	37 507	46 720
ISCED 34	41 668	a	32 547	37 507	46 720

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	41 609	41 745
ISCED 1	41 609	41 745
ISCED 24	41 609	41 745
ISCED 34	41 609	41 745

## Source

Ministry of Education (administrative data); Education Statistics

## Explanatory notes

Average annual gross salaries have been calculated on the basis of the salaries paid in May 2018. As the same school/school cluster could teach programmes of various ISCED levels, the same value was considered to all ISCED levels.

## Portugal

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

i) Education Financial Management Institute

ii) Directorate-General for Education and Science Statistics

## Romania

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 413	9 913	10 496	14 938	89 %	40
ISCED 1	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 413	9 913	10 496	14 938	89 %	40
ISCED 24	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 413	9 913	10 496	14 938	100 %	40
ISCED 34	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 413	9 913	10 496	14 938	100 %	40

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

## Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Law of National Education 1/2011, Law 153/2017 and Law 80/2018 for approval of OUG 90/2017, art 39.

## Explanatory notes

*Profesor debutant, profesor cu definitivare, profesor gradul I and II* are all paid on the reported salary range, where seniority grade depends on the career level.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	11 513	8 855	11 228	12 375	13 593	m	m
ISCED 1	11 785	8 747	11 534	13 224	13 635	m	m
ISCED 24	11 649	8 714	11 287	12 901	13 694	m	m
ISCED 34	11 744	8 596	11 317	13 090	13 968	m	m

## Source

Minister of Education, EduSAL [<https://edusal.edu.ro/>]

## Explanatory notes

The reported salaries correspond to the average gross annual salary of all teachers.

## Romania

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	(i) If a teacher works more than 9 extra hours per week (i.e. half of the standard number of hours), he/she is paid according to the system of multiple positions (or contracts); (ii) If a teacher works less than 9 extra hours, he/she is paid according to the pay per hour. The gross monthly salary is divided by 72 hours and multiplied by the number of extra hours.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	% of salary	All	Between 10 and 25 % of the basic salary, depending on the number of hours dedicated to activities connected with the coordination of the pedagogical practical training of future teachers.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	School level	% of salary	All	The gross monthly salary is divided by 72 hours and multiplied by the number of hours.
Other	Top level	% of salary	All	Pay for participation in the National Boards established for examinations taking place at national level: the National Tests (for students who complete grade 8, at the end of lower secondary education), the Bacalaureate (for high-school graduates), the examination for teaching positions with tenure, the examination for the Definitive Teaching Degree. The gross monthly salary is divided by 72 hours and multiplied by the number of hours.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	Increase of 15 %
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	All	Between 5 and 20 % increase
Other	Top level	% of salary	All	Increase of 10 % (an increment for neuropsychological stress amounting to 10 % of the basic salary)

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Incidental payment	All	An induction bonus equal to a basic salary is given in the first years of activity for those who enter the education system and come from other locations
Family status	a	a	All	
Other	Top level	Regular additional payment	All	Under Article 18 of Law 153/2017, as from 2019, the education staff (all staff paid from the public budget) benefits from an annual meal allowance equalling two national minimum gross basic salaries, amounting to 347 lei/month. According to Article 26, paragraphs (4) and (5) of Law 153/2017, the education staff (all staff paid from the public budget) benefits from holiday vouchers, amounting to the national minimum gross basic salary, precisely 1450 lei/year.

## Source

Law of National Education 1/2011, Law 153/2017 and Law 80/2018 for approval of OUG 90/2017, art 39

## Romania

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education
ISCED 1	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education
ISCED 24	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education
ISCED 34	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	15 234	16 265	100 %
ISCED 1	All schools	16 068	16 068	100 %
ISCED 24	All schools	16 068	17 891	100 %
ISCED 34	All schools	17 891	18 668	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Law of National Education 1/2011

Law 153/2017

GD no. 598/2018 for the approval of the Methodological Norms regarding the establishment of basic salaries for the didactic functions of the director and deputy director of the state pre-university education, as well as for the establishment of the categories of pre-university education units in the state where the auxiliary teaching positions of chief accountant and senior secretary, with S/M level of education, and the level of basic wages associated with them.

## Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

## Source

Data not available

## Explanatory notes

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## Romania

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	School level	% of salary	All	(i) If a school head works more than 9 extra hours per week (i.e. half of the standard number of hours), he/she is paid according to the system of multiple positions (or contracts); (ii) If a school head works less than 9 extra hours, he/she is paid according to the pay per hour. The gross monthly salary is divided by 72 hours and multiplied by the number of extra hours.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	School level	% of salary	All	The gross monthly salary is divided by 72 hours and multiplied by the number of hours.
Other	Top level	% of salary	All	Pay for participation in the National Boards established for examinations taking place at national level: the National Tests (for students who complete grade 8, at the end of lower secondary education), the Bacalaureate (for high-school graduates), the examination for teaching positions with tenure, the examination for the Definitive Teaching Degree. The gross monthly salary is divided by 72 hours and multiplied by the number of hours.

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Top level	% of salary	All	Increase of 15 %
Schools in disadvantaged, remote or high-cost areas	Top level	% of salary	All	Between 5 and 20 % increase
Other	Top level	% of salary	All	Increase of 10 % (an increment for neuropsychological stress amounting to 10 % of the basic salary)

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Regular additional payment	All	Under Article 18 of Law 153/2017, as from 2019, the education staff (all staff paid from the public budget) benefits from an annual meal allowance equalling two national minimum gross basic salaries, amounting to 347 lei/month. According to Article 26, paragraphs (4) and (5) of Law 153/2017, the education staff (all staff paid from the public budget) benefits from holiday vouchers, amounting to the national minimum gross basic salary, precisely 1450 lei/year.

## Source

Law of National Education 1/2011; Law 153/2017 GD 598/2018

## Slovenia

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6) in pre-school education, at least 5 months experience, and the state professional examination	18 658	22 185	27 013	31 224	100 %	25
ISCED 1	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	18 658	23 003	28 024	33 630	100 %	25
ISCED 24	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	18 658	23 003	28 024	33 630	100 %	25
ISCED 34	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	18 658	23 003	28 024	33 630	100 %	25

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	More than one authority level
ISCED 1	More than one authority level
ISCED 24	More than one authority level
ISCED 34	More than one authority level

## Source

Public Sector Salary System Act (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3328>), Collective agreement for public sector (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234>), Collective agreement for the education sector in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP19>), Collective Agreement for non-commercial activities in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP11>), Organization and Financing of Education Act ([http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisati\\_on\\_and\\_Financing\\_of\\_Education\\_Act\\_Oct\\_2016.pdf](http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisati_on_and_Financing_of_Education_Act_Oct_2016.pdf)), Statistical Office of the Republic of Slovenia - SURS (<https://www.stat.si/StatWeb/en>); Information system for the transmission and analysis of salary data (ISPAP) of the Agency of the Republic of Slovenia for Public Legal Records and Related Services - AJPES (<https://www.ajpes.si/ispap/#>).

## Explanatory notes

Legislation and collective agreements specify common salary bases of all employees in the public sector and also allowances and additional payments. There is a common salary scale with 65 salary grades. All posts are classified into salary grades. Teachers at ISCED levels 1 to 2 and teachers in general programmes at ISCED 34 level are placed in grades 30 to 43, and, since 2019, 31 to 44. Pre-school teachers (ISCED level 0) are placed in grades 30 to 41, and, since 2019, 31 to 42. From January 2019, teachers have been appointed one salary grade higher on the salary scale. Primary and lower secondary education (ISCED 1 and 2) are provided in the same schools in an integrated programme, and ISCED 01 and 02 as well.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2017/18

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	20 780	m	m	m	m	ISCED 02	m
ISCED 1	24 690	18 066	23 946	27 192	27 318	ISCED 1	24 888
ISCED 24	25 380	18 102	23 742	27 282	27 501	ISCED 24	25 491
ISCED 34	26 763	18 330	24 390	28 044	28 665	ISCED 34	26 487
							26 856

## Source

ISCED 1, 24 and 34 levels: Statistical Office of the Republic of Slovenia – SURS (<https://www.stat.si/StatWeb/en>); ISCED 0 level: Information system for the transmission and analysis of salary data (ISPAP) of the Agency of the Republic of Slovenia for Public Legal Records and Related Services – AJPES (<https://www.ajpes.si/ispap/#>); Teachers by level of attainment: Statistical Office of the Republic of Slovenia – SURS (<https://www.stat.si/StatWeb/en>).

## Explanatory notes

Data on the reported actual salaries refer to: at ISCED 02, pre-school teachers at ISCED 01 and 02; at ISCED 1, generalist (class) teachers; at ISCED 2, subject specialist teachers; at ISCED 34, general subjects teachers (in general and vocational upper secondary schools) and educators at residence halls for students. At ISCED 1, 2 and 34 levels, the reported actual salaries include the average of three monthly salaries in 2017 and nine in 2018 (provisional data). The calculations are based on the payments to teachers who worked full-time for the same employer the entire year (SURs). At ISCED 02, the reported actual salaries correspond to the sum of the average salaries of teachers at ISCED 01 and 02 in the school year 2017/18. Data include teachers of all ages (ISPAP).

## Slovenia

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	02, 1, 24	Head of a smaller kindergarten or branch unit of basic school: 5-12 % of basic salary
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	Overtime: 130 % of the basic salary hour rate per teaching hour. Payment is extremely rare and in exceptional cases only. According to the Article 144 of the Employment Relationship Act in exceptional cases upon the head teacher's request, the teacher is obliged to perform work exceeding full working time – overtime work.
Student counselling	a	Statutory duty	All	
Running extracurricular activities	Top level	Incidental payment	1, 24, 34	(I) Workshops, sports and other extracurricular activities for pupils: ISCED 1 and 2, €11.94 per teaching hour; ISCED 34, school receives €0.24 per student and head teacher decides on the entitlement. (II) Outdoor education: 20 % of the basic salary for 6 hours per day.
Providing support or training for other teachers	a	Statutory duty	All	
Form teacher / tutor responsibilities	Top level	% of salary	1, 24, 34	Teachers receive additional payment 7 or 13 % of the basic salary hour rate for 1 or 0.5 teaching hour per week (depends on the number of students in the class).
Supporting mentoring / induction programmes	Top level	% of salary	All	Mentorship allowance: 20 % of the basic salary for 4 teaching hours per week (10 months for teacher in induction or 2 months for teacher beginner).
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	More than one	Regular additional payment	All	The collective agreement sets an additional monthly payment at all ISCED levels for 1) academic specialization: €23.27, 2) (pre-Bologna) Master in Science: €36.21, and, 3) doctor's degree: €59.47. The Public Sector Salary System Act and the collective agreement include an allowance for holding an educational qualification in three or more different subjects of 3 % of the basic salary hour rate for teaching hours (ISCED levels 1, 2 and 3).
Successful completion of CPD	a	Statutory duty	All	CPD is a professional duty and right according to the Organisation and Financing of Education Act and the Collective Agreement for Education in Republic of Slovenia.
Outstanding performance in teaching	Top level	% of salary	1, 24, 34	(I) Work performance from increased workload (additional teaching within full-time contract) – according to the Article 124 of the Organisation and Financing of Education Act, the head teacher may assign a teacher extra weekly teaching time but not for more than five lessons a week (not more than 38 weeks in school year), which is rewarded with an allowance of between 100 and 130 % of the basic salary hour rate per teaching hours. (II) Regular work performance allowances (based on appraisal) are provisionally taken out of teachers' salaries due to the austerity measures.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	Incidental payment	1, 24, 34	Additional teaching assistance offered to students with special education needs integrated in mainstream class or to migrant students: EUR 11.94 per teaching hour.
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	Regular additional payment	All	Reimbursement of transportation cost from home to the school and back for teachers (if the distance is more than 2 km) – cost of public transport for days at work.
Other	Top level	% of salary	All	Top-level regulations set out an allowance for giving bilingual classes or classes in Italian language of 12-15 % of the basic salary. The Public Sector Salary System Act and the collective agreement include an allowance for teaching at in-hospital classes of 7 % of the basic salary hour rate for teaching hours (ISCED 0, 1 and 2) and an allowance for teaching in multi-grade classes of 7-10 % of the basic salary hour rate salary for teaching hours (ISCED 1 and 2).

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Collective agreement	Incidental payment	All	Long service award ( <i>jubilejna nagrada</i> ): payment to teachers for each decade of employment in public sector (10 years: €288.76; 20 years: €433.13; 30 and 40 years: €577.51), the award is 20 % higher for teachers who are members of trade union.

## Source

Public Sector Salary System Act (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3328>)

Collective agreement for public sector (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234>)

Collective agreement for the education sector in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP19>)

Collective Agreement for non-commercial activities in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP11>)

Organization and Financing of Education Act ([http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation\\_and\\_Financing\\_of\\_Education\\_Act\\_Oct\\_2016.pdf](http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation_and_Financing_of_Education_Act_Oct_2016.pdf))

## Slovenia

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	The head teacher of a kindergarten has to meet the educational qualification requirements for teachers (ISCED 6) or counselling specialists (ISCED 7), with a minimum 5 years' work experience in education, hold the professional title Councillor or Advisor or the title Mentor for at least 5 years and have a headship licence.
ISCED 1	Head teachers must have at least the educational qualification of a second cycle study programme or equivalent (ISCED 7) and meet other requirements for a teacher or counselling specialist at a basic school (single structure ISCED 1 and 2) with a minimum 5 years' work experience in education, hold the professional title Councillor or Advisor or the title Mentor for at least 5 years and have a headship licence.
ISCED 24	Head teachers must have at least the educational qualification of a second cycle study programme or equivalent (ISCED 7) and meet other requirements for a teacher or counselling specialist at a basic school (single structure ISCED 1 and 2) with a minimum 5 years' work experience in education, hold the professional title Councillor or Advisor or the title Mentor for at least 5 years and have a headship licence.
ISCED 34	A head teacher ( <i>ravnatelj</i> ) must have at least the educational qualification of a second cycle study programme or equivalent (ISCED 7) and meet other requirements for a teacher or counselling specialist at a general upper secondary school ( <i>gimnazija</i> ) with a minimum 5 years' work experience in education, hold the title Councillor or Advisor or the professional title Mentor for at least 5 years and have a headship licence. A director must have the educational qualification of a second cycle study programme or the level or equivalent (ISCED 7), a minimum of 5 years work experience and a headship licence.

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Kindergartens (ISCED 01 & 02)	34 880	46 400	100 %
ISCED 1	Basic schools (ISCED 1 & 24)	34 880	46 400	100 %
ISCED 24	Basic schools (ISCED 1 & 24)	34 880	46 400	100 %
ISCED 34	Upper secondary general schools and upper secondary vocational and technical schools and school centres providing also general education	33 604	50 925	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

Authority level determining the statutory salaries of school heads	
ISCED 02	More than one authority level
ISCED 1	More than one authority level
ISCED 24	More than one authority level
ISCED 34	More than one authority level

## Source

Public Sector Salary System Act (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3328>)

Collective agreement for public sector (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234>)

Collective agreement for the education sector in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP19>)

Collective Agreement for non-commercial activities in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP11>)

Organization and Financing of Education Act ([http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation\\_and\\_Financing\\_of\\_Education\\_Act\\_Oct\\_2016.pdf](http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation_and_Financing_of_Education_Act_Oct_2016.pdf)) Rules on the classification of posts of directors in education and sport into wage groups within wage group ranges (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=PRAV13353>)

## Explanatory notes

At ISCED 02 level, data refer to school heads of kindergartens that provide ISCED 01 and 02 levels. At ISCED 1 and 24, data refer to school heads of basic schools that provide both educational levels. At ISCED 34, data refer to school heads (directors (*direktorji*) and head teachers (*ravnatelji*)) of schools, school centres and organisational units of schools/centres which provide general educational programme. School heads may be placed in grades 47 to 53 of the salary scale at ISCED 0, 1 and 2, and 46 to 55 at ISCED 34.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2017/18

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	38 292	m	m	m	m	m	m
ISCED 1	37 908	m	m	m	m	m	m
ISCED 24	37 908	m	m	m	m	m	m
ISCED 34	39 868	m	m	m	m	m	m

## Source

Information system for the transmission and analysis of salary data (ISPAP) of the Agency of the Republic of Slovenia for Public Legal Records and Related Services – AJPES (<https://www.ajpes.si/ispap/#>)

## Explanatory notes

Data on the average actual school heads' salaries is composed of a sum of average salaries received in school year 2017/18. Data include head teachers of all ages. The same population of school heads is reported in data on ISCED 1 and ISCED 24 (single structure basic school is headed by one school head).

## Slovenia

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	Fixed amounts per month for 1) academic specialization: €23.27, 2) (pre-Bologna) Master in Science: €36.21, 3) doctor's degree: €59.47.
Successful completion of CPD	a	a	All	
Outstanding performance	Top level	Regular additional payment	All	ISCED 1, 2, 3: (I) Work performance from increased workload (additional teaching within full-time contract- not more than 5 lessons per week) – every additional hour of teaching is paid at 130 % of the basic salary hour rate, namely the basic salary specified for the post of a teacher who holds the same professional title the head teacher holds. All ISCED levels: (II) Regular work performance allowances (based on appraisal) are provisionally taken out of head teachers' salaries due to austerity measures.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	Regular additional payment	All	Reimbursement of transportation cost from home to the school and back for head teachers (if the distance is more than 2 km) – cost of public transport for days at work.
Other	Top level	% of salary	All	Bilingual schools or schools with Italian language: 6 % of basic salary.

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Collective agreement	Incidental payment	All	Long service award: payment to school heads for years of employment in public sector (10 years: €288.76; 20 years: €433.13; 30 and 40 years: €577.51).

## Source

Public Sector Salary System Act, Collective agreement for public sector, Collective agreement for the education sector in the Republic of Slovenia, Collective Agreement for non-commercial activities in the Republic of Slovenia, Organization and Financing of Education Act

## Slovak Republic

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Upper secondary vocational education (ISCED 354)	7 894	8 686	9 080	10 006	m	40
ISCED 1	Master's degree in pedagogy (ISCED 7)	8 832	10 606	12 414	13 682	m	40
ISCED 24	Master's degree in pedagogy (ISCED 7)	8 832	10 606	12 414	13 682	m	40
ISCED 34	Master's degree in pedagogy or a bachelor plus complementary qualification on teaching (ISCED 7)	8 832	10 606	12 414	13 682	m	40

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

(1) Law No. 202/2017 on Salary scales for pedagogical staff and wage scales according to length of experience, Regulation No. 2017-12260/37642:1-50A0, <https://www.minedu.sk/data/att/12033.pdf>  
 (2) Law No. 388/2018 on Salary scales for pedagogical staff and wage scales according to length of experience, Regulation No. 2018-16958:1-50A0, <https://www.minedu.sk/data/att/14029.pdf>

Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	12 031	m	m	m	m	m	m
ISCED 1	15 472	m	m	m	m	m	m
ISCED 24	15 472	m	m	m	m	m	m
ISCED 34	16 109	m	m	m	m	m	m

Source

Statistics questionnaires: [http://www.cvtisr.sk/cvti-sr-vedecka-kniznica/informacie-o-skolstve/statistiky/casove-rady.html?page\\_id=9724](http://www.cvtisr.sk/cvti-sr-vedecka-kniznica/informacie-o-skolstve/statistiky/casove-rady.html?page_id=9724), No.21

Explanatory notes

These salaries include teachers' salaries and salaries of school heads. They can not be separated. These actual salaries are not estimated, they are accurate for school year 2018/19. The data are collected by statistical questionnaires by the Slovak Centre of Scientific and Technical Information.

## Slovak Republic

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	All	Regulations do not indicate the amount.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	Regulations do not indicate the amount.
Student counselling	School level	% of salary	All	Regulations do not indicate the amount.
Running extracurricular activities	School level	Progression in pay range	All	Regulations do not indicate the amount.
Providing support or training for other teachers	Top level	% of salary	All	Amount of compensation depends on number of guided student teachers.
Form teacher / tutor responsibilities	Top level	% of salary	All	5 % of salary for 40-year experience for one class, 10 % if two classes.
Supporting mentoring / induction programmes	Top level	% of salary	All	4 % of salary for 40-year experience for 1 new teacher, 8 % for 2 new teachers.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	School level	Progression in pay range	All	Moving up a grade in the pay scale.
Successful completion of CPD	Top level	% of salary	All	From 6 % to 12 % of salary for 40-year experience.
Outstanding performance in teaching	School level	Incidental payment	All	Nature of compensation can be monetary or not. Teachers' performance is evaluated based on good student achievement. The performance allowance may go up to 100 % of the salary.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	Progression in pay range	All	Between 1 and 5 % of the salary if there are 30 % or more students with special educational needs in the class.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Regular additional payment	All	From €1-€200 depending on distance from home to work, paid only in the first year.
Family status	a	a	All	
Other	a	a	All	

## Source

Law on the Remuneration of Employees in the Performance of Work No. 553/2003  
<http://www.zakonypreludi.sk/zz/2003-553>

## Slovak Republic

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	ISCED 354 qualification level plus 5-year pedagogical experience
ISCED 1	ISCED 760 qualification level plus 5-year pedagogical experience
ISCED 24	ISCED 760 qualification level plus 5-year pedagogical experience
ISCED 34	ISCED 760 qualification level plus 5-year pedagogical experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public Kindergartens	10 172	16 966	100 %
ISCED 1	Basic public schools	12 976	21 144	100 %
ISCED 24	Basic and secondary public schools	12 976	21 144	100 %
ISCED 34	Secondary public schools	12 976	21 450	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Law on the Remuneration of Employees in the Performance of Work No. 553/2003 <http://www.zakonypreludi.sk/zz/2003-553>

Law No. 202/2017 on Salary scales for pedagogical staff and wage scales according to length of experience

Regulation No. 2017-12260/37642:1-50A0 <https://www.minedu.sk/data/att/12033.pdf> and

Law No. 388/2018 <https://www.minedu.sk/data/att/14029.pdf> and Law No. 388/2018

## Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

## Source

Actual salary data for school heads are included in actual salary data for teachers.

## Explanatory notes

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## Slovak Republic

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Top level	Regular additional payment	All	Regulations do not indicate the amount.
Working overtime	a	Statutory duty	All	
Student counselling	Top level	% of salary	All	Regulations do not indicate the amount.
Running extracurricular activities	Top level	Progression in pay range	All	Regulations do not indicate the amount.
Providing support or training for other teachers	Top level	% of salary	All	Regulations do not indicate the amount.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Top level	% of salary	All	4 % of salary with 40 years of experience for 1 new teacher, 8 % of salary with 40 years of experience for 2 new teachers.
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	Progression in pay range	All	Moving up a grade in the pay scale.
Successful completion of CPD	Top level	% of salary	All	From 6 % to 12 % of salary for 40-year experience.
Outstanding performance	Local	Incidental payment	All	Nature of compensation can be monetary or not. Heads' performance is evaluated based on good student achievement. The performance allowance may go up to 100 % of the salary.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Regular additional payment	All	From €1-€200 depending on distance from home to work, paid only in the first year.
Family status	a	a	All	
Other	a	a	All	

## Source

Law on the Remuneration of Employees in the Performance of Work No. 553/2003  
<http://www.zakonypreludi.sk/zz/2003-553>

## Finland

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor-level qualification of kindergarten teacher/social services incl. studies in early education and socio-education ISCED 6 concurrent	29 008	31 542	31 755	31 755	m	10
ISCED 1	Masters-level qualification with education science as major ISCED 7 concurrent	32 815	37 879	40 423	42 849	m	20
ISCED 24	Masters-level qualification with teaching subject as major ISCED 7 concurrent or consecutive	35 441	40 910	43 658	46 277	m	20
ISCED 34	Masters-level qualification with teaching subject as major ISCED 7 concurrent or consecutive	37 210	44 556	46 651	49 450	m	20

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018> and Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>

Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	32 914	30 638	32 565	33 768	34 590	ISCED 02	32 692	32 920
ISCED 1	44 408	37 985	42 725	47 377	48 053	ISCED 1	46 527	43 723
ISCED 24	49 303	42 459	47 550	51 597	52 132	ISCED 24	50 183	48 947
ISCED 34	55 731	46 753	52 852	57 971	58 059	ISCED 34	56 518	55 362

Source

Statistics Finland

Explanatory notes

Data from October 2018. Monthly actual salary with the holiday bonus which is 4-6 % of the salary. The data on pre-primary teachers includes the salary data of kindergarten teachers who are the majority of teachers at ISCED 02.

## Finland

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	1, 24, 34	The reduction of statutory teaching time varies from 1-16 weekly lessons depending on the size of school.
Teaching more classes or hours than required by full-time contract	Collective agreement	Regular additional payment	1, 24, 34	The compensation per extra lesson is calculated based on the statutory salary and statutory teaching time. The teachers' individual salary is multiplied by 0.83 and then divided by the statutory teaching time of the individual teacher. The teaching time differs based on type of post-class teacher or subject teacher – as well the subject taught (for subject teachers).
Student counselling	a	a	All	
Running extracurricular activities	Collective agreement	Regular additional payment	1, 24, 34	The compensation is calculated based on the statutory salary and statutory teaching time. The statutory minimum for one extra lesson per week is €90.22 per month (x12 months), €129.92 for a lower secondary teacher.
Providing support or training for other teachers	Collective agreement	Regular additional payment	1, 24	The compensation is calculated based on the statutory salary and statutory teaching time. The statutory minimum for one extra lesson per week is €90.22 per month (x12 months), €129.92 for a lower secondary teacher.
Form teacher / tutor responsibilities	Collective agreement	Regular additional payment	1, 24	The compensation is calculated based on the statutory salary and statutory teaching time. For ISCED 3 definition under local autonomy. The statutory minimum for one extra lesson per week is €90.22 per month (x12 months), €129.92 for a lower secondary teacher.
Supporting mentoring / induction programmes	a	a	All	
Other				

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Collective agreement	Incidental payment	All	The definition of the calculation is under local autonomy. The decision is general made by the school head who is responsible for the appraisal. Compensation for performance is not widely used.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	All	Two different pay scales – Finland is divided into two 'cost' areas. The difference amounts to 1 % of the statutory base salary.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018> and  
 Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>

## Finland

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Kindergarten teacher qualification (ISCED 6) and leadership skills
ISCED 1	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.
ISCED 24	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.
ISCED 34	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public kindergardens	32 864	35 733	100 %
ISCED 1	Small schools (12-23 teachers)	46 193	56 399	62 %
ISCED 24	Small schools (less than 7 groups of 32 pupils)	47 716	58 259	2 %
ISCED 34	Public upper secondary schools	54 585	66 646	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Big schools (more than 37 teachers)	51 717	63 144	26 %
ISCED 24	Big schools (more than 24 groups of 32 pupils)	58 528	71 460	37 %
ISCED 34	a	a	a	a

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

## Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018> and  
Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>

## Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	41 791	38 360	39 826	41 758	42 992	42 302	41 760
ISCED 1	61 518	a	55 819	62 290	63 233	62 020	61 096
ISCED 24	69 511	a	62 353	70 630	71 931	69 765	69 266
ISCED 34	74 417	a	68 554	74 351	76 775	74 787	73 790

## Source

Statistics Finland

## Explanatory notes

Data from October 2018. Monthly actual salary with the holiday bonus which is 4-6 % of the salary. The data on pre-primary teachers includes the salary data of kindergarten teachers who are the majority of teachers at ISCED 02.

## Finland

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	Collective agreement	Incidental payment	All	Payable as a lump sum amount. Negotiated with the school head's employer, the local authorities. Appraisal is also done by the representative of the local authority, most commonly head of local education department.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	All	Percentage of base salary: Two different pay scales – Finland is divided into two 'cost' areas. The difference amounts to 1 % of the statutory base salary.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018> and  
 Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>

## Sweden

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher with pedagogical education for the pre-primary level (ISCED 5 qualification)	35 130	37 000	39 238	41 250	100 %	a
ISCED 1	Teacher with pedagogical education for grades 1-6 (ISCED 5 qualification)	36 037	39 890	41 533	47 578	100 %	a
ISCED 24	Teacher with pedagogical education for grades 7-9 (ISCED 5 qualification)	37 170	40 910	42 723	49 013	100 %	a
ISCED 34	Teacher with pedagogical education for the upper secondary level (ISCED 5 qualification)	37 856	42 213	43 063	49 801	100 %	a

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Pay and working conditions are governed by collective agreements between the teacher unions and the employers' organization, the Swedish Association of Local Authorities and Regions (SALAR). These stipulate minimum salaries and general working conditions. The more specific salary and working conditions of individual teachers are determined locally (i.e. at school level) in an individual-based pay system.

Register of wage and salary structures and employment in the primary municipalities 2018 (*Lönstrukturstatistik, primärkommunal sektor för år 2018*).

The register contains individual data from all municipalities in Sweden. <https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/lonstrukturstatistik/>

Register of teaching personnel 2018 (*Registret över pedagogisk personal för år 2018*).

<https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/skolverkets-register-over-pedagogisk-personal-lararregistret/>

Register of personnel in pre-primary 2018 (*Registret över personal i förskola och pedagogisk omsorg för år 2018*).

<https://www.scb.se/lamna-uppgifter/undersokningar/Forskola-och-annan-pedagogisk-verksamhet-barn-och-personal-per-15-oktober/>

Explanatory notes

There are not statutory salaries. The reported salaries refer to actual salaries including bonuses and allowances for the calendar year 2018. All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis. "Starting teacher" has been interpreted as teachers having worked for 1-2 years. The median value of these teachers salaries are reported. "Top of salary scale" has been interpreted as teachers belonging to the 90 percentile, which means that 10 % of teachers have higher or the same salary as the 90 percentile.

Salaries on upper secondary level (ISCED 34) also include salaries for ISCED 35, vocational education (but exclude the salaries of teachers teaching vocational subjects).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	36 017	33 923	35 586	36 643	37 244	ISCED 02	35 751	36 035
ISCED 1	40 808	37 232	40 291	41 780	42 462	ISCED 1	40 391	40 875
ISCED 24	42 399	38 688	41 962	43 256	43 421	ISCED 24	42 350	42 421
ISCED 34	43 306	39 083	42 507	44 075	44 956	ISCED 34	43 417	43 235

Source

See source for statutory salaries

Explanatory notes

Salaries on upper secondary level (ISCED 34) also include salaries for ISCED 35, vocational education (but exclude the salaries of teachers teaching vocational subjects).

## Sweden

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	m	All	The nature of compensation is determined individually for each teacher.
Teaching more classes or hours than required by full-time contract	School level	m	All	The nature of compensation is determined individually for each teacher.
Student counselling	School level	m	1, 24, 34	The nature of compensation is determined individually for each teacher.
Running extracurricular activities	School level	m	All	The nature of compensation is determined individually for each teacher.
Providing support or training for other teachers	School level	m	All	The nature of compensation is determined individually for each teacher.
Form teacher / tutor responsibilities	School level	m	All	The nature of compensation is determined individually for each teacher.
Supporting mentoring / induction programmes	School level	m	All	The nature of compensation is determined individually for each teacher.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	More than one	Regular additional payment	1, 24, 34	The decision is made by the central government (The Swedish National Agency for Education) based on an application decided by the teachers employer. Through government grants, the monthly salary can be increased by SEK 10 000 for a lecturer (senior subject teacher). <a href="https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-2019-20">https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-2019-20</a>
Successful completion of CPD	School level	m	All	
Outstanding performance in teaching	More than one	Regular additional payment	1, 24, 34	The decision is made by the central government (The Swedish National Agency for Education) based on an application decided by the teachers employer. Through government grants, the monthly salary can be increased by approximately SEK 5 000 for a lead teacher (senior master). <a href="https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-2019-20">https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-2019-20</a>
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	School level	m	All	The nature of compensation is determined individually for each teacher.
Teaching in a disadvantaged, remote or high-cost areas	More than one	Regular additional payment	1, 24	It is possible for the school organizer to apply for a government grant to set up additional career positions, 'lecturer' (senior subject teacher) or 'lead teacher' (senior master), in schools located in disadvantaged areas. The disadvantaged areas are defined by Statistics Sweden by using SAMS-codes (Small Areas for Market Statistics) and are stipulated in ordinance; <i>Förordning (2014:145) om extra statsbidrag till skolhuvudmän som inrättar karriärsteg för lärare i förskoleklasser och grundskolor i utanförskapsområden</i> . Only applies for ISCED 02 (pre-school class) ISCED 1 and ISCED 2. The teacher's employer then has to apply to the central government (the Swedish National Agency for Education) for the grant. The central government reviews the application to check that all criteria's are meet, the application is either granted or dismissed. If the application is granted, the government grant is paid out. <a href="https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-i-utanforslapsomraden-2019-20">https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-i-utanforslapsomraden-2019-20</a>
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Steering documents, general guidelines from the national agency, collective agreement at national level

## Sweden

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 10-07-05

Minimum qualification to become a school head	
ISCED 02	As from 1 July 2019, pre-school directors are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 1	As from 15 March 2010, school heads are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 24	As from 15 March 2010, school heads are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 34	As from 15 March 2010, school heads are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	57 229	69 241	a
ISCED 24	a	57 229	69 241	a
ISCED 34	a	59 835	69 128	a

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

	Authority level determining the statutory salaries of school heads
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Register of wage and salary structures and employment in the primary municipalities 2018 (*Lönstrukturstatistik, primärkommunal sektor för år 2018*). The register contains individual data from all municipalities in Sweden. All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis. Register of teaching personnel 2018 (*Registret över pedagogisk personal för år 2018*). Register of personnel in pre-primary 2018 (*Registret över personal i förskola och pedagogisk omsorg för år 2018*).

Explanatory notes

Starting/minimum salaries has been interpreted as school heads having worked for 1-2 years. The median value of these salaries are reported. Salaries at the top of the range/maximum salaries has been interpreted as school heads belonging to the 90 percentile, which means that 10 % of them have higher or the same salary as the 90 percentile. Allowances are included.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	52 371	47 199	50 162	51 827	54 983	53 153	52 325
ISCED 1	58 771	53 477	56 729	58 966	60 356	58 967	58 688
ISCED 24	58 771	53 477	56 729	58 966	60 356	58 967	58 688
ISCED 34	60 426	m	58 483	60 224	62 290	60 998	59 949

Source

See source for statutory salaries

Explanatory notes

It is not possible to distinguish the salaries between school heads on ISCED 1 and ISCED 24, therefore the same salary is reported. Data is missing for school heads on ISCED 34 aged 25-34 because of too few observations.

## Sweden

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	m	All	The nature of compensation is determined individually for each school head.
Working overtime	Local	m	All	The nature of compensation is determined individually for each school head.
Student counselling	Local	m	All	The nature of compensation is determined individually for each school head.
Running extracurricular activities	Local	m	All	The nature of compensation is determined individually for each school head.
Providing support or training for other teachers	Local	m	All	The nature of compensation is determined individually for each school head.
Form teacher / tutor responsibilities	Local	m	All	The nature of compensation is determined individually for each school head.
Supporting mentoring / induction programmes	Local	m	All	The nature of compensation is determined individually for each school head.
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	m	All	The nature of compensation is determined individually for each school head.
Successful completion of CPD	Local	m	All	The nature of compensation is determined individually for each school head.
Outstanding performance	Local	m	All	The nature of compensation is determined individually for each school head.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Local	m	All	The nature of compensation is determined individually for each school head.
Schools in disadvantaged, remote or high-cost areas	Local	m	All	The nature of compensation is determined individually for each school head.
Other	Local	Incidental payment	1, 24, 34	Schools who operate under particularly challenging circumstances can apply for a national government grant ( <i>statsbidrag för skolledare och extra karriärtjänster</i> ) to cover increased salary costs related to employment of specially skilled school leaders. If granted, the school could increase the salary of the school head by 10 000 SEK/month. ( <a href="https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-skolledare-och-extra-karriartjanster-2018-19">https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-skolledare-och-extra-karriartjanster-2018-19</a> ).

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Local	m	All	The nature of compensation is determined individually for each school head.
Family status	a	a	All	
Other	a	a	All	The nature of compensation is determined individually for each school head.

Source

Steering documents, general guidelines from the national agency, collective agreement at national level

# United Kingdom (England) Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS) Concurrent or consecutive	28 022	a	46 176	46 176	99 %	a
ISCED 1	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS) Concurrent or consecutive	28 022	a	46 176	46 176	99 %	a
ISCED 24	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS) Concurrent or consecutive	28 022	a	46 176	46 176	97 %	a
ISCED 34	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS) Concurrent or consecutive	28 022	a	46 176	46 176	97 %	a

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Department for Education, Custom data extract, November 2019

#### Explanatory notes

The statutory salary figures reported are weighted averages of the separate geographical pay ranges: the Inner London Area, Outer London Area, the Fringe Area, and England and Wales (excluding the London Area). A fully-qualified classroom teacher who has achieved Qualified Teacher Status (QTS) is paid on the main, upper or leading practitioner pay range. The starting salary for teachers with minimum qualifications refers to a weighted average of the minimum salary points on the main pay range across all four

geographical pay ranges. The salary after 15 years of experience and at the top of the range for teachers with minimum qualifications refers to a weighted average of the maximum salary points on the upper pay range across all four geographic pay ranges. Data refer to maintained schools. The governing board for academies, which classify as publicly funded independent schools and make up around three quarters of secondary schools and a third of primary schools, may choose to use these pay ranges or may choose to use their own pay ranges.

A significant proportion of provision of ISCED 02 (65 % of provision for 3-year-olds) is provided in settings other than schools. The statutory salary figures provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. Teachers of students at ISCED 34 are employed in both schools and further education colleges. The figures are only for teachers of pupils in schools and do not apply to further education colleges.

Proportion of teachers paid according to this salary range: The population of teachers used as the denominator is full-time teachers paid on the unqualified teacher, main, upper and leading practitioner pay ranges aged between 25 and 64 who are employed in maintained schools and academies.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	39 577	36 768	42 024	43 046	44 945	39 072	39 682
ISCED 1	39 577	36 768	42 024	43 046	44 945	39 072	39 682
ISCED 24	44 198	39 523	47 343	47 986	48 617	44 842	43 765
ISCED 34	44 198	39 523	47 343	47 986	48 617	44 842	43 765

#### Source

Department for Education, Custom data extract, December 2019

#### Explanatory notes

The population of teachers covered by the actual salary figures includes full-time teachers aged between 25 and 64 who are employed in maintained schools and academies. The population includes teachers paid on the unqualified teacher pay range who are following an employment-based route to Qualified Teacher Status (QTS), and teachers paid the main, upper and leading practitioner pay ranges. It includes teachers paid on all four geographical pay ranges in the framework.

# United Kingdom (England) Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	Regular additional payment	All	The framework for pay (STPCD 2018) allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level. First teaching and learning responsibility (TLR1) may be awarded when a teacher takes on "sustained additional responsibility" that "includes line management responsibility for a significant number of people". The annual value for a TLR1 must be no less than £7,853 and no greater than £13,288. Second teaching and learning responsibility payment (TLR2) may be awarded when a teacher takes on "sustained additional responsibility" that does not include line management duties for a significant number of people. The annual value for a TLR 2 must be no less than £2,721 and no greater than £6,646. Third teaching and learning responsibility payment (TLR3) may be awarded when a teacher takes on "additional responsibility" for "clearly time-limited school improvement projects or one-off externally driven responsibilities". Although a teacher cannot hold a TLR1 and a TLR2 concurrently, a teacher in receipt of either a TLR1 or a TLR2 may also hold a concurrent TLR3. The annual value must be no less than £540 and no greater than £2,683.
Teaching more classes or hours than required by full-time contract	More than one	Incidental payment	All	The framework for pay allows for additional payments to be made for 'participation in out-of-school hours learning activity agreed between the teacher and the headteacher. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.
Student counselling	More than one	Regular additional payment	All	The relevant body (the school's governing body or local authority) determines whether to award a TLR for student counselling and its level. See above for types and amounts.
Running extracurricular activities	More than one	Incidental payment	All	Participation in out-of-school hours learning activity agreed between the teacher and the headteacher can be awarded as an (occasional) additional payment. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level. If a TLR is awarded, the payment is regular (see above).
Providing support or training for other teachers	More than one	Incidental payment	All	Activities relating to the provision of initial teacher training as part of the ordinary conduct of the school' can be awarded as an (occasional) additional payment. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.
Form teacher / tutor responsibilities	a	Statutory duty	All	
Supporting mentoring / induction programmes	More than one	Regular additional payment	All	The relevant body (the school's governing body or local authority) determines whether to award a TLR for participating in mentoring programmes and supporting new teachers and its level. See above for types and amounts.
Other	More than one	Regular additional payment	All	The framework for pay allows for payments for residential duties to be made. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	More than one	Progression in pay range	All	When determining the salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors, including the level of qualifications, skills and experience required.
Successful completion of CPD	More than one	Progression in pay range	All	When determining the salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors including the level of qualifications, skills and experience required.
Outstanding performance in teaching	More than one	Progression in pay range	All	The framework for pay determines the minimum and maximum for each pay range and requires that all progression is linked to performance. The relevant body (the school's governing body or local authority) determines the number and distribution of pay points within each range, and the range and level of evidence used to judge performance.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	More than one	Regular additional payment	All	The framework for pay allows for teaching pupils with special educational needs to be included in a teacher's normal duties. A SEN allowance may be awarded to a mainstream classroom teacher: in any SEN post that requires a mandatory SEN qualification and involves teaching pupils with SEN; who teaches pupils in one or more designated special classes or units in a school; in any non-designated setting (including any pupil referral unit) that is analogous to a designated special class or unit, where the post: i) involves a substantial element of working directly with children with SEN; ii) requires the exercise of a teacher's professional skills and judgement in the teaching of children with SEN; and iii) has a greater level of involvement in the teaching of children with SEN than is the normal requirement of teachers throughout the school or unit within the school or, in the case of an unattached teacher, the unit or service. Where the criteria are met, the relevant body must award the allowance. The relevant body (the school's governing body or local authority) determines the value of the allowance in accordance with its pay policy. The annual value must be no less than £2,149 and no greater than £4,242.
Teaching in a disadvantaged, remote or high-cost areas	Top level	Progression in pay range	All	There are separate geographical pay ranges for teachers employed in different areas: Inner London Area, Outer London Area, the Fringe Area, England and Wales (excluding the London Area). This is to reflect the cost of living in different areas of England.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	More than one	Incidental payment	All	The framework for pay allows for payments to be made as an incentive for the recruitment of new teachers and the retention in their service of existing teachers. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.

Source: School Teachers' Pay and Conditions Document (STPCD) (2018): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

# United Kingdom (England) School Heads

# Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Minimum qualification to become a school head

ISCED 02	There is no minimum qualification legally required to be a school head.
ISCED 1	There is no minimum qualification legally required to be a school head.
ISCED 24	There is no minimum qualification legally required to be a school head.
ISCED 34	There is no minimum qualification legally required to be a school head.

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 1 – the school has a total unit score of up to 1,000	52 598	69 604	40 %
ISCED 1	Group 1 – the school has a total unit score of up to 1,000	52 598	69 604	40 %
ISCED 24	Group 1 – the school has a total unit score of up to 1,000	52 598	69 604	21 %
ISCED 34	Group 1 – the school has a total unit score of up to 1,000	52 598	69 604	21 %

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 8 – the school has a total unit score of 17,001 and over	89 501	127 527	10 %
ISCED 1	Group 8 – the school has a total unit score of 17,001 and over	89 501	127 527	10 %
ISCED 24	Group 8 – the school has a total unit score of 17,001 and over	89 501	127 527	78 %
ISCED 34	Group 8 – the school has a total unit score of 17,001 and over	89 501	127 527	78 %

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

### Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Department for Education, Custom data extract, December 2019

#### Explanatory notes

The term for school heads in England is 'headteacher'. The statutory salary figures apply to school heads in maintained schools paid on Groups 1-8 of the headteacher pay ranges. Executive headteachers, that is, headteachers who are responsible for more than one school, have been excluded. The governing board for academies, which classify as publicly funded independent schools and make up around three quarters of secondary schools and a third of primary schools, may choose to use these pay ranges or may choose to use their own pay ranges. The statutory salary figures reported are weighted averages of the four geographical pay ranges (Inner London Area, Outer London Area, the Fringe Area, England and Wales). A significant proportion of provision of ISCED 02 (65 % of provision for 3-year-olds) is provided in settings other than schools. The salary figures provided for ISCED 02 and ISCED 1 are combined. The figures are only for school heads of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. School heads of students at ISCED 34 are employed in both schools and further education colleges. The actual salary figures provided for ISCED 24 and 34 are combined. The figures are only for schools heads of pupils in schools and do not apply to further education colleges. Proportion of school heads paid according to this salary range: The population of headteachers used as the denominator is full-time headteachers paid on Groups 1-8 of the headteacher pay ranges aged between 25 and 64 who are employed in maintained schools and academies.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	73 343	65 763	70 164	74 059	77 335
ISCED 1	73 343	65 763	70 164	74 059	77 335
ISCED 24	104 500	83 708	97 351	104 796	115 156
ISCED 34	104 500	83 708	97 351	104 796	115 156

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	75 149	72 528
ISCED 1	75 149	72 528
ISCED 24	105 157	103 005
ISCED 34	105 157	103 005

#### Source

Department for Education, Custom data extract, December 2019

#### Explanatory notes

The population of headteachers covered by the actual salary figures includes full-time headteachers aged between 25 and 64 who are employed in maintained schools and academies. The population includes headteachers paid on the headteacher pay ranges Group 1-8. It includes teachers paid on all four geographical pay ranges in the framework. Executive headteachers, that is, headteachers who are responsible for more than one school, have been excluded.

# United Kingdom (England) School Heads

# Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Progression in pay range	All	There are separate geographical pay ranges for teachers employed in different areas: Inner London Area, Outer London Area, the Fringe Area, England and Wales (excluding the London Area). This is to reflect the cost of living in different areas of England.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

School Teachers' Pay and Conditions Document (STPCD) (2018): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

# United Kingdom (Wales) Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS). Concurrent or consecutive	27 023	a	44 893	44 893	m	a
ISCED 1	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS). Concurrent or consecutive	27 023	a	44 893	44 893	m	a
ISCED 24	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS). Concurrent or consecutive	27 023	a	44 893	44 893	m	a
ISCED 34	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS). Concurrent or consecutive	27 023	a	44 893	44 893	m	a

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

School Teachers' Pay and Conditions Document (STPCD) (2018): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>  
2018/19 was the last year in which the same pay framework applied in England and Wales.

#### Explanatory notes

A fully-qualified classroom teacher who has achieved Qualified Teacher Status (QTS) is paid on the main, upper or leading practitioner pay range. The minimum salary figure refers to the minimum salary point on the Main Pay Range for the geographical area England and Wales (excluding the London area). The

maximum salary figure refers to the maximum salary point on the Upper Pay Range. Data refer to maintained schools. A significant proportion of provision of ISCED 02 is provided in settings other than schools. The statutory salary figures provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. Teachers of students at ISCED 34 are employed in both schools and further education colleges. The figures are only for teachers of pupils in schools and do not apply to further education colleges.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	m	m	m	m	m	ISCED 1	m
ISCED 24	m	m	m	m	m	ISCED 24	m
ISCED 34	m	m	m	m	m	ISCED 34	m

#### Source

Data not available

#### Explanatory notes

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# United Kingdom (Wales) Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	Regular additional payment	All	The framework for pay (STPCD 2018) allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level. First teaching and learning responsibility (TLR1) may be awarded when a teacher takes on "sustained additional responsibility" that "includes line management responsibility for a significant number of people". The annual value for a TLR1 must be no less than £7,853 and no greater than £13,288. Second teaching and learning responsibility payment (TLR2) may be awarded when a teacher takes on "sustained additional responsibility" that does not include line management duties for a significant number of people. The annual value for a TLR 2 must be no less than £2,721 and no greater than £6,646. Third teaching and learning responsibility payment (TLR3) may be awarded when a teacher takes on "additional responsibility" for "clearly time-limited school improvement projects or one-off externally driven responsibilities". Although a teacher cannot hold a TLR1 and a TLR2 concurrently, a teacher in receipt of either a TLR1 or a TLR2 may also hold a concurrent TLR3. The annual value must be no less than £540 and no greater than £2,683.
Teaching more classes or hours than required by full-time contract	More than one	Incidental payment	All	The framework for pay allows for additional payments to be made for 'participation in out-of-school hours learning activity agreed between the teacher and the headteacher. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.
Student counselling	More than one	Regular additional payment	All	The relevant body (the school's governing body or local authority) determines whether to award a TLR for student counselling and its level. See above for types and amounts.
Running extracurricular activities	More than one	Incidental payment	All	Participation in out-of-school hours learning activity agreed between the teacher and the headteacher can be awarded as an (occasional) additional payment. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level. If a TLR is awarded, the payment is regular (see above).
Providing support or training for other teachers	More than one	Incidental payment	All	Activities relating to the provision of initial teacher training as part of the ordinary conduct of the school' can be awarded as an (occasional) additional payment. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.
Form teacher / tutor responsibilities	a	Statutory duty	All	
Supporting mentoring / induction programmes	More than one	Regular additional payment	All	The relevant body (the school's governing body or local authority) determines whether to award a TLR for participating in mentoring programmes and supporting new teachers and its level. See above for types and amounts.
Other	More than one	Regular additional payment	All	The framework for pay allows for payments for residential duties to be made. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	More than one	Progression in pay range	All	When determining the salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors, including the level of qualifications, skills and experience required.
Successful completion of CPD	More than one	Progression in pay range	All	When determining the salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors including the level of qualifications, skills and experience required.
Outstanding performance in teaching	More than one	Progression in pay range	All	The framework for pay determines the minimum and maximum for each pay range and requires that all progression is linked to performance. The relevant body (the school's governing body or local authority) determines the number and distribution of pay points within each range, and the range and level of evidence used to judge performance.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	More than one	Regular additional payment	All	The framework for pay allows for teaching pupils with special educational needs to be included in a teacher's normal duties. A SEN allowance may be awarded to a mainstream classroom teacher: in any SEN post that requires a mandatory SEN qualification and involves teaching pupils with SEN; who teaches pupils in one or more designated special classes or units in a school; in any non-designated setting (including any pupil referral unit) that is analogous to a designated special class or unit, where the post: i) involves a substantial element of working directly with children with SEN; ii) requires the exercise of a teacher's professional skills and judgement in the teaching of children with SEN; and iii) has a greater level of involvement in the teaching of children with SEN than is the normal requirement of teachers throughout the school or unit within the school or, in the case of an unattached teacher, the unit or service. Where the criteria are met, the relevant body must award the allowance. The relevant body (the school's governing body or local authority) determines the value of the allowance in accordance with its pay policy. The annual value must be no less than £2,149 and no greater than £4,242.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	More than one	Incidental payment	All	The framework for pay allows for payments to be made as an incentive for the recruitment of new teachers and the retention in their service of existing teachers. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.

### Source

School Teachers' Pay and Conditions Document (STPCD) (2018): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>  
2018/19 was the last year in which the same pay framework applied in England and Wales.

# United Kingdom (Wales) School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Minimum qualification to become a school head

ISCED 02	National Professional Qualification for Headship (NPQH)
ISCED 1	National Professional Qualification for Headship (NPQH)
ISCED 24	National Professional Qualification for Headship (NPQH)
ISCED 34	National Professional Qualification for Headship (NPQH)

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 1 – the school has a total unit score of up to 1 000	51 509	68 529	m
ISCED 1	Group 1 – the school has a total unit score of up to 1 000	51 509	68 529	m
ISCED 24	Group 1 – the school has a total unit score of up to 1 000	51 509	68 529	m
ISCED 34	Group 1 – the school has a total unit score of up to 1 000	51 509	68 529	m

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 8 – the school has a total unit score of 17 001 and over	88 421	126 465	m
ISCED 1	Group 8 – the school has a total unit score of 17 001 and over	88 421	126 465	m
ISCED 24	Group 8 – the school has a total unit score of 17 001 and over	88 421	126 465	m
ISCED 34	Group 8 – the school has a total unit score of 17 001 and over	88 421	126 465	m

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

### Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

School Teachers' Pay and Conditions Document (STPCD) (2018): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>  
2018/19 was the last year in which the same pay framework applied in England and Wales.

#### Explanatory notes

The term for school heads in Wales is 'headteacher'. The statutory salary ranges cover full-time school heads employed in maintained schools paid on the headteacher pay ranges: Group 1-8. Executive headteachers, that is, headteachers who are responsible for more than one school, have been excluded. Although the pay framework contains four separate geographical pay ranges, only one of these applies to Wales. That is the geographical range for England and Wales (excluding the London Area). A significant proportion of provision of ISCED 02 is provided in settings other than schools. The salary figures provided for ISCED 02 and ISCED 1 are combined. The figures are only for school heads of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. School heads of students at ISCED 34 are employed in both schools and further education colleges. The actual salary figures provided for ISCED 24 and 34 are combined. The figures are only for schools heads of pupils in schools and do not apply to further education colleges.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

#### Source

Data not available

#### Explanatory notes

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# United Kingdom (Wales) School Heads Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

School Teachers' Pay and Conditions Document (STPCD) (2018): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

# United Kingdom (Northern Ireland) Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI) Concurrent or consecutive	26 429	44 998	44 998	44 998	100 %	a
ISCED 1	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI) Concurrent or consecutive	26 429	44 998	44 998	44 998	100 %	a
ISCED 24	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI) Concurrent or consecutive	26 429	44 998	44 998	44 998	100 %	a
ISCED 34	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI) Concurrent or consecutive	26 429	44 998	44 998	44 998	100 %	a

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries of teachers

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Department of Education, Teachers' Pay and Allowances Circular 2020/04 (2020): <https://www.education-ni.gov.uk/publications/circular-202004-teachers-pay-and-allowances-1-september-2018>

#### Explanatory notes

The statutory salary ranges cover teachers employed in grant-aided schools paid as fully-qualified teachers on the main and upper pay scales. The minimum salary figure refers to the minimum salary on the main pay scale and the maximum salary figure refers to the maximum salary on the upper pay scale. A significant proportion of provision of ISCED 02 is provided in settings other than schools. The statutory salary figures

provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. Teachers of students at ISCED 34 are employed in both schools and further education colleges. The figures are only for teachers of pupils in schools and do not apply to further education colleges. Figures refer to Northern Ireland salaries after the April 2020 announcement to provide a backdated 2.25 % increase for year 2017/18 and an additional 2 % increase for year 2018/19. Details available on the following link: <https://www.education-ni.gov.uk/news/formal-agreement-teachers-pay-and-workload>

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	43 196	39 564	44 300	45 313	45 452	42 235	43 358
ISCED 1	43 196	39 564	44 300	45 313	45 452	42 235	43 358
ISCED 24	46 221	40 773	47 111	48 584	49 382	46 836	45 917
ISCED 34	46 221	40 773	47 111	48 584	49 382	46 836	45 917

#### Source

Department of Education, Custom data extract, November 2019

#### Explanatory notes

The population of teachers covered by the actual salary figures includes full-time teachers aged 25-64 paid on the main and upper scales who are employed in grant-aided schools. Figures refer to Northern Ireland salaries before the 2020 announcement to provide a backdated 2.25 % pay increase for year 2017/18 and an additional 2 % pay increase for year 2018/19.

# United Kingdom (Northern Ireland) Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	Regular additional payment	All	The framework for pay published in the Guidance for Boards of Governors on the Formulation and Implementation of the Salary Policy (2008) allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level. Such responsibilities must also conform to at least one of the following descriptions: a) require the teacher to lead, manage and develop a subject or curriculum area, or to lead and manage pupil development across the curriculum; b) have an impact on the educational progress of pupils other than the teacher's assigned classes or groups of pupils; and c) involve leading, developing and enhancing the teaching practice of other staff.
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	More than one	Regular additional payment	All	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.
Running extracurricular activities	More than one	Incidental payment	All	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.
Providing support or training for other teachers	More than one	Incidental payment	All	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.
Form teacher / tutor responsibilities	a	Statutory duty	All	
Supporting mentoring / induction programmes	More than one	Regular additional payment	All	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	More than one	Progression in pay range	All	The framework for pay does not include an allowance for additional qualifications. However, when determining the starting salary for a post, the Board of Governors has discretion to take into account a range of factors, including the level of qualifications, skills and experience required.
Successful completion of CPD	More than one	Progression in pay range	All	The framework for pay does not include an allowance for completion of training. However, when determining the starting salary for a post, the Board of Governors has discretion to take into account a range of factors including the level of qualifications, skills and experience required.
Outstanding performance in teaching	More than one	Progression in pay range	All	The framework for pay determines the minimum and maximum for each pay range and requires that all progression is linked to performance. The Board of Governors determines the number and distribution of pay points within each range, and the range and level of evidence used to judge performance.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	More than one	Regular additional payment	All	The framework for pay allows for one of two special educational needs (SEN) allowances to be awarded to a teacher who is engaged wholly or mainly in teaching pupils with statements of special educational needs, whether in designated special classes or otherwise. The Board of Governors determines whether to award an allowance and its level. SEN 1 is awarded for teachers in special schools, or teachers in mainstream schools whose roles meet certain criteria regarding wholly or mainly teaching pupils with SEN. SEN 2 is awarded for teachers whose expertise, experience and/or qualifications enhance the value of the work they undertake with special educational needs pupils. The annual value of the allowance must be no less than £2 152 and no greater than £4 251.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	More than one	Regular additional payment	All	The framework for pay allows for one of two Recruitment and Retention Allowances to be awarded to a teacher who is employed "to teach subjects in which there is a shortage of teachers" or "in a post which is difficult to fill". It is for the Board of Governors to judge whether any teacher meets either of these criteria and, if so, which allowance to award. The Board of Governors may review the award of recruitment and retention allowances every two years. The Board of Governors needs to consider at that time whether the circumstances of the school have changed since the allowance was last awarded and, if so, whether the teacher's assessment should continue to include any recruitment and retention allowance. It is strongly recommended that the Board of Governors consults with the employing authority in this connection. The annual value for the Recruitment and Retention 1 Allowance is £1 288 and the value for the Recruitment and Retention Allowance 2 is £2 529.

### Source

Department of Education, Teachers' Pay and Allowances Circular 2020/04 (2020): <https://www.education-ni.gov.uk/publications/circular-202004-teachers-pay-and-allowances-1-september-2018>. Guidance for Boards of Governors on the Formulation and Implementation of the Salary Policy (2008).

# United Kingdom (Northern Ireland) School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	Registration with the General Teaching Council for Northern Ireland (GTCNI) as a teacher is the minimum qualification required to be paid as a principal on Groups 1-8 of the Principal Groups.
ISCED 1	Registration with the General Teaching Council for Northern Ireland (GTCNI) as a teacher is the minimum qualification required to be paid as a principal on Groups 1-8 of the Principal Groups.
ISCED 24	Registration with the General Teaching Council for Northern Ireland (GTCNI) as a teacher is the minimum qualification required to be paid as a principal on Groups 1-8 of the Principal Groups.
ISCED 34	Registration with the General Teaching Council for Northern Ireland (GTCNI) as a teacher is the minimum qualification required to be paid as a principal on Groups 1-8 of the Principal Groups.

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 1 – the school has a unit total of up to 1 000	51 881	69 719	m
ISCED 1	Group 1 – the school has a unit total of up to 1 000	51 881	69 719	m
ISCED 24	Group 1 – the school has a unit total of up to 1 000	51 881	69 719	m
ISCED 34	Group 1 – the school has a unit total of up to 1 000	51 881	69 719	m

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 8 – the school has a unit total of 17 001 and over	89 064	128 660	m
ISCED 1	Group 8 – the school has a unit total of 17 001 and over	89 064	128 660	m
ISCED 24	Group 8 – the school has a unit total of 17 001 and over	89 064	128 660	m
ISCED 34	Group 8 – the school has a unit total of 17 001 and over	89 064	128 660	m

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

Authority level determining the statutory salaries of school heads	
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Department of Education, Teachers' Pay and Allowances Circular 2020/04 (2020): <https://www.education-ni.gov.uk/publications/circular-202004-teachers-pay-and-allowances-1-september-2018>

#### Explanatory notes

The term used in Northern Ireland for school head is 'principal'. The statutory salary ranges cover principals employed in grant-aided schools paid on Groups 1-8 of the Principal Groups. A significant proportion of provision of ISCED 02 is provided in settings other than schools. The statutory salary figures provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. Teachers of students at ISCED 34 are employed in both schools and further education colleges. The figures are only for teachers of pupils in schools and do not apply to further education colleges. Figures refer to Northern Ireland salaries after the April 2020 announcement to provide a backdated 2.25 % increase for year 2017/18 and an additional 2 % increase for year 2018/19.

Details available on the following link: <https://www.education-ni.gov.uk/news/formal-agreement-teachers-pay-and-workload>.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	63 823	55 747	59 434	65 097	67 487	66 167	62 480
ISCED 1	63 823	55 747	59 434	65 097	67 487	66 167	62 480
ISCED 24	82 344	a	79 681	82 327	84 223	82 420	82 261
ISCED 34	82 344	a	79 681	82 327	84 223	82 420	82 261

#### Source

Department of Education, Custom data extract, November 2019

#### Explanatory notes

The population of teachers covered by the actual salary figures includes full-time principals aged 25-64 paid on Groups 1 to 8 of the Principal Groups who are employed in grant-aided schools. Figures refer to Northern Ireland salaries before the 2020 announcement to provide a backdated 2.25 % pay increase for year 2017/18 and an additional 2 % pay increase for year 2018/19.

# United Kingdom (Northern Ireland) School Heads Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

The structure of the salary framework for school heads, which consist of ranges for eight headteacher groups, is designed to enable the board of governors to take account of the responsibilities of the role, any challenges that are specific to the role, and all other relevant considerations. There are no separate allowances or additional payments.

# United Kingdom (Scotland) Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6)	32 195	42 807	42 807	42 807	100 %	6
ISCED 1	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6)	32 195	42 807	42 807	42 807	100 %	6
ISCED 24	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6)	32 195	42 807	42 807	42 807	100 %	6
ISCED 34	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6)	32 195	42 807	42 807	42 807	100 %	6

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

#### Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>).

#### Explanatory notes

Teachers' statutory salaries refer to the main grade scale. As of April 2019, the starting salary is £32 034 (€36 495) and goes to £40 206 (€45 805) after 5 years.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

#### Source

Data not available

#### Explanatory notes

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# United Kingdom (Scotland) Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	Regular additional payment	All	The Remote Schools Allowance from 1 April 2019 is £1 515 per annum for payments in accordance with paragraph 1.3(a) and £2 841 per annum for payments in accordance with paragraph 1.3(b). The Distant Islands Allowance from 1 October 2018 is £2 157 per annum. <a href="http://www.snct.org.uk/wiki/index.php?title=Appendix_2.5_Annex_A">http://www.snct.org.uk/wiki/index.php?title=Appendix_2.5_Annex_A</a>
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>)

# United Kingdom (Scotland) School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Minimum qualification to become a school head

<b>ISCED 02</b>	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).
<b>ISCED 1</b>	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).
<b>ISCED 24</b>	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).
<b>ISCED 34</b>	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>	All ISCED 02 establishments	52 934	102 140	100 %
<b>ISCED 1</b>	All ISCED 1 schools	52 934	102 140	100 %
<b>ISCED 24</b>	All ISCED 24 schools	52 934	102 140	100 %
<b>ISCED 34</b>	All ISCED 34 schools	52 934	102 140	100 %

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>				
<b>ISCED 1</b>				
<b>ISCED 24</b>				
<b>ISCED 34</b>				

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
<b>ISCED 02</b>				
<b>ISCED 1</b>				
<b>ISCED 24</b>				
<b>ISCED 34</b>				

### Authority level determining the statutory salaries of school heads

<b>ISCED 02</b>	Collective agreement
<b>ISCED 1</b>	Collective agreement
<b>ISCED 24</b>	Collective agreement
<b>ISCED 34</b>	Collective agreement

#### Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>)

#### Explanatory notes

Statutory salaries of school heads refer to the Headteacher and Deputy Headteacher Spine.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
<b>ISCED 02</b>	m	m	m	m	m
<b>ISCED 1</b>	m	m	m	m	m
<b>ISCED 24</b>	m	m	m	m	m
<b>ISCED 34</b>	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
<b>ISCED 02</b>	m	m
<b>ISCED 1</b>	m	m
<b>ISCED 24</b>	m	m
<b>ISCED 34</b>	m	m

#### Source

Data not available

#### Explanatory notes

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# United Kingdom (Scotland) School Heads Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Regular additional payment	All	Where a headteacher or depute headteacher resides at a residential special school, or in such close proximity that they can undertake immediate action in respect of management and supervisory tasks arising outwith teaching hours, and responsibility for such tasks is an accepted part of the duties of the post, the salary for the post will be increased by £18 627 for a headteacher and £15 009 for a depute headteacher per annum from 1 April 2018.

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	Regular additional payment	All	The Remote Schools Allowance from 1 April 2019 is £1 515 per annum for payments in accordance with paragraph 1.3(a) and £2 841 per annum for payments in accordance with paragraph 1.3(b). The Distant Islands Allowance from 1 October 2018 is £2 157 per annum.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>)

## Albania

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree on teaching or its equivalent (ISCED 5) plus state exam	4 214	4 458	4 605	4 898	100 %	20
ISCED 1	Bachelor's degree in education or its equivalent (ISCED 6) plus state exam	4 969	5 279	5 466	5 838	100 %	20
ISCED 24	Bachelor's degree in education or its equivalent (ISCED 6) plus state exam	5 164	5 474	5 661	6 033	100 %	20
ISCED 34	Bachelor's degree in education or its equivalent (ISCED 6) plus state exam	5 457	5 767	5 954	6 326	100 %	20

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Decision of Council of Ministers No.175 dated 8.3.2017. <http://dap.gov.al/legjislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-pagat-e-punonjesve-te-arsimit-parauniversitar-pdf>

Explanatory notesAVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	m	m	m	m	m	ISCED 1	m
ISCED 24	m	m	m	m	m	ISCED 24	m
ISCED 34	m	m	m	m	m	ISCED 34	m

Source

Data not available

Explanatory notes

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## Albania

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	1, 24, 34	ALL 350 per class for teachers in upper secondary education and ALL 275 per class in primary and lower secondary schools.
Student counselling	a	a	All	
Running extracurricular activities	a	a	1, 24, 34	Reduction in teaching time for teachers that train sport teams in schools with less than 700 pupils (minus 3 hours per week) and for teachers in charge of running artistic activities and coordination in high schools with more than 700 pupils (minus 4 hours per week).
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	Top level	Incidental payment	All	Form time is provided by teachers for two classes a week. When the teacher is in charge of full teaching, these hours are paid as extra hours.
Supporting mentoring / induction programmes	a	Statutory duty	All	The mentoring obligation equals 1/4 of that of a teacher, i.e. 2/3 of observation hours and 1/3 of advice hours.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Top level	Incidental payment	All	<p>a) For professional merits in career, compensation of employees of public institutions of pre-university education (director, vice director, teacher), a monthly salary.</p> <p>b) Winners of national competitions from MESY are compensated 3/4 of their monthly salary.</p> <p>c) Winners of local competition for products/professional achievements are compensated with 3/4 of their monthly salary.</p> <p>d) Winner for products/professional achievements from the public pre-university education is compensated with 1/2 of a monthly salary.</p> <p>e) Most voted teacher for vocational merits by the teachers' council is compensated with 1/2 of the monthly salary.</p>
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	<p>Teachers that work away from their residence can get the following allowances:</p> <p>a) When they work within their region outside the urban area and less than 5 km away from their residence and return back to their residence everyday, the compensation equals 2 700 lekë per month.</p> <p>b) When they work within their region outside the urban area and over 5 km away from their residence and do not return home on a daily basis, the compensation equals 6 000 lekë per month.</p> <p>In both cases, the residence allowance is not applicable during holidays.</p>
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Decision of Council of Ministers No.175, dated 8.3.2017, Regulation No 44, date 16.10.2014 and Regulation No.21 date 23.07.2010. <http://darebasan.edu.al/index.php/legjislacioni-peqin/589-udhezimi-nr-44-date-16-10-2014-per-disa-shtesa-dhe-ndryshime-ne-udhezimin-nr-21-date-23-07-2010-te-mash>

## Albania

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 1	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 24	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 34	Bachelor's degree in education (ISCED 6) and 5-year teaching experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All kindergartens	4 629	5 146	100 %
ISCED 1	All schools	4 731	5 268	100 %
ISCED 24	All schools	4 954	5 472	100 %
ISCED 34	All schools	5 727	6 244	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Decision of Council of Ministers No.175 dated 8.3.2017.

<http://dap.gov.al/legjislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-pagat-e-punonjesve-te-arsimit-parauniversitar-pdf>

## Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

## Source

Data not available

## Explanatory notes

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## Albania

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Decision of Council of Ministers No.175 dated 8.3.2017. <http://dap.gov.al/legjislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-pagat-e-punonjesve-te-arsimit-parauniversitar-pdf>

# Bosnia and Herzegovina Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 120	6 426	6 579	7 344	m	m
ISCED 1	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 528	6 854	7 018	7 837	m	m
ISCED 24	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 936	7 283	7 456	8 323	m	m
ISCED 34	Bachelor's degree in education (ISCED 6), internship and competitive examination	8 160	8 568	8 772	9 792	m	m

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

#### Source

Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level (Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement).

#### Explanatory notes

An average estimate is calculated and reported on the basis of the available data at cantonal level.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	7 344	m	m	m	m	ISCED 02	m
ISCED 1	7 752	m	m	m	m	ISCED 1	m
ISCED 24	8 160	m	m	m	m	ISCED 24	m
ISCED 34	8 976	m	m	m	m	ISCED 34	m

#### Source

Statistics of entity institutions

[http://www.bhas.ba/saopstenja/2017/LAB\\_05\\_2017\\_10\\_0\\_BS.pdf](http://www.bhas.ba/saopstenja/2017/LAB_05_2017_10_0_BS.pdf)

[http://www2.rzs.rs.ba/static/uploads/bilteni/rad/BiltenStatistike\\_Plata\\_Zaposlenosti\\_i\\_Nezaposlenosti\\_Br8.pdf](http://www2.rzs.rs.ba/static/uploads/bilteni/rad/BiltenStatistike_Plata_Zaposlenosti_i_Nezaposlenosti_Br8.pdf)

#### Explanatory notes

Estimate data from two entity institutions: Institute for statistics of Republika Srpska and Institute for Statistics of Federation of BiH.

# Bosnia and Herzegovina Teachers Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Collective agreement	% of salary	All	Up to 50 % depending on the number of hours over the full-time in accordance with legislation regulating the financing of primary and secondary schools
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	Statutory duty	All	For the form time, class teachers get their teaching time reduced in two hours a week or get an overtime compensation for this time.
Supporting mentoring / induction programmes	Collective agreement	% of salary	All	An increase of 5 to 10 % of the basic salary for a mentor, counsellor or senior counsellor
Other	Collective agreement	% of salary	All	Compensation for president or commissioner of a representative trade union is 15 % in an institution with 100 workers or less. For each other 100 workers, another 2.5 % per basic coefficient. Compensation is 25 % on the basic coefficient, when the number of employees is over 500.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Collective agreement	Incidental payment	All	For the above-average results of work or success in the work, the employer/head of school may pay preschool teachers/teachers a prize in cash up to 30 % of his average salary paid for the last three months.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Collective agreement	% of salary	All	The basic salary of teachers and preschool teachers who have children with special needs in the class is increased by 1 % for each child with special needs, in proportion to the number of lessons with those children during the week, and at most by 3 %.
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24	For all teachers employed in primary schools that are 15 kilometres away from the centre of the municipality, the basic salary is increased by 2 %. For each another kilometre, the basic salary is increased by 0.1 %, and at most by 3 %.
Other	Collective agreement	% of salary	All	For teaching in a class combining two grades the salary is increased 5 %, in a class combining three grades 8 %, and four or more grades 10 %.

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; collective agreements at the cantons/entities level

# Bosnia and Herzegovina School Heads Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Minimum qualification to become a school head

ISCED 02	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 1	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 24	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 34	Bachelor's degree (ISCED 6) and five years of service in education

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	6 528	7 837	m
ISCED 1	Up to 400 students	9 792	11 750	m
ISCED 24	Up to 400 students	9 792	11 750	m
ISCED 34	Up to 400 students	9 792	11 750	m

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	More than 800 students	10 608	12 730	m
ISCED 24	More than 800 students	10 608	12 730	m
ISCED 34	More than 800 students	10 608	12 730	m

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Between 401 and 800 students	10 200	12 240	m
ISCED 24	Between 401 and 800 students	10 200	12 240	m
ISCED 34	Between 401 and 800 students	10 200	12 240	m

### Authority level determining the statutory salaries of school heads

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

#### Source

Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level

#### Explanatory notes

Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement. An average estimate is calculated and reported on the basis of the available data.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	9 792	m	m	m	m
ISCED 1	11 424	m	m	m	m
ISCED 24	11 424	m	m	m	m
ISCED 34	12 648	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

#### Source

Institute for statistics of Republika Srpska and Institute for Statistics of Federation of BiH

#### Explanatory notes

Average of the actual salaries of school heads obtained from several sources.

# Bosnia and Herzegovina School Heads

# Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24	For all employed in primary schools that are 15 kilometres away from the centre of the municipality, the basic salary is increased by 2 %. For each another kilometre, the basic salary is increased by 0.1 %, and at most by 3 %.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

### Source

Laws on salaries of employees in the field of education; collective agreements

## Switzerland

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6)	67 422	84 412	m	102 841	m	25
ISCED 1	Bachelor's degree (ISCED 6)	71 917	89 446	m	109 493	m	25
ISCED 24	Master's degree (ISCED 7)	80 367	101 762	m	123 337	m	25
ISCED 34	Master's degree (ISCED 7)	90 525	116 505	m	139 069	m	24

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

FSO: Labour cost structural statistics, Swiss Teacher Association LCH: Earnings statistics 2019

Explanatory notes

Teacher compensations are determined by the 26 cantons at the regional level. Figures for the statutory salaries per grade represent the weighted average of the cantonal legal requirements taking into account the number of full-time equivalents (in 2017/18).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

Source

Actual salary data not available by education level

Explanatory notes

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## Switzerland

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	Reduction in teaching time
Teaching more classes or hours than required by full-time contract	a	a	All	Teachers are usually not payed if they work overtime.
Student counselling	a	Statutory duty	All	Teacher's duty
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	m	All	The canton decides on the amount and type of financial compensation.
Form teacher / tutor responsibilities	a	a	All	Reduction in teaching time
Supporting mentoring / induction programmes	Top level	m	All	Usually reduction in teaching time
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	Statutory duty	All	Continuing education for the professional development are compulsory and part of the cantonal employment conditions.
Outstanding performance in teaching	a	Statutory duty	All	Teachers performance is typically evaluated cantonal bodies. In some cantons, teachers are assessed within the context of the evaluation of schools. The method generally involves classroom observation and an interview with the teacher. Practice varies greatly across and within cantons in terms of the frequency, methodology, inspectors' qualifications and instruments for assessment. Often the school head is directly involved in the feedback that is provided to teachers.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	Students or classes receive more resources (additional lessons)
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	The state government (cantonal authorities) can provide additional lessons
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	The canton decides on the amount.
Family status	Top level	% of salary	All	The canton decides on the amount.
Other	a	a	All	

## Source

<https://www.d-edk.ch/lohndatenerhebung>; <http://www.edk.ch/dyn/15996.php>

## Switzerland

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head

ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	m	m	m	m
ISCED 24	m	m	m	m
ISCED 34	m	m	m	m

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Data not available

## Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

## Source

Data not available

## Explanatory notes

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## Switzerland

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	School heads are usually not payed if they work overtime.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	Statutory duty	All	Continuing education for the professional development is compulsory.
Outstanding performance	a	Statutory duty	All	Evaluation by cantonal authorities (school superintendent) and school board
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	Students or classes receive more resources (additional lessons).
Schools in disadvantaged, remote or high-cost areas	a	a	All	The state government (cantonal authorities) can provide additional lessons.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	The canton decides on the amount.
Family status	Top level	% of salary	All	The canton decides on the amount.
Other	a	a	All	

## Source

<https://www.d-edk.ch/lohndatenerhebung>; <http://www.edk.ch/dyn/15996.php>

## Iceland

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's of Education (ISCED 7)	44 994	49 783	52 398	53 765	m	15
ISCED 1	Master's of Education (ISCED 7)	44 657	49 446	52 061	53 428	m	15
ISCED 24	Master's of Education (ISCED 7)	44 657	49 446	52 061	53 428	m	15
ISCED 34	Master's of Education (ISCED 7)	43 340	47 628	52 355	52 355	m	m

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

ISCED 02: Collective agreement between Teachers Union and Icelandic Association of Local Authorities, 1 June 2015 – 31 March 2019. ISCED 1 and 2: Collective agreement between Teachers Union and Icelandic Association of Local Authorities 1 December 2017 – 30 June, ISCED 3: Collective agreement between Teachers Union and Ministry of Finance, 1 November 2017 – 1 June 2018. All documents relating to pay scale and conditions of compensation can be found at <http://ki.is>

Explanatory notes

Data for ISCED levels 0, 1, 2 and 3 statutory salaries has been assembled by a panel of experts from the Teachers Union and Icelandic Association of Local Authorities in cooperation with the Ministry of Education. The statutory salary of teachers in ISCED3 is a combination of a general agreement on pay and a special agreement for each institution, an institutional framework for salaries. Statutory salaries for upper-secondary teachers were estimated on the basis of the institutional agreement from a representative school.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	48 274	41 397	47 006	50 532	52 265	ISCED 02	a	48 456
ISCED 1	53 897	47 523	52 542	55 405	57 015	ISCED 1	55 201	53 628
ISCED 24	53 897	47 523	52 542	55 405	57 015	ISCED 24	55 201	53 628
ISCED 34	71 219	60 941	68 590	72 837	73 368	ISCED 34	72 858	70 149

Source

Data on earnings is from the Icelandic Survey on Wages, Earnings and Labour Costs that is a sample survey conducted by Statistics Iceland.

Explanatory notes

Means are weighted means according to the survey design. Data include all teachers, even those who are not fully qualified.

In pre-primary, about 50 % of employees working with caring and teaching of children are classified as teachers aids and are not included in the data. Pre-primary also include teachers in ISCED 01.

It is not possible to distinguish between primary and lower secondary school teachers. Upper secondary also include teachers in ISCED 35.

Teachers in special schools are included in the data.

## Iceland

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	Progression in pay range	02, 1, 24	Base salary increased by 5.6% for ISCED 02, 1 and 24.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	ISCED 3: 1.2 hours of a specific salary level. ISCED 0, 1, 2: 1.0385 % of the employee's monthly salary.
Student counselling	a	a	All	Schools are required to hire student counsellors with specialist training and qualifications. Student counsellors are placed in a specific step in the pay scale. Student counselling is not part of classroom teachers' responsibilities.
Running extracurricular activities	School level	Incidental payment	All	Same as overtime
Providing support or training for other teachers	School level	% of salary	1, 24	Teachers at ISCED 02, 1 and 24 who serve as <i>Leidsagnarkennari</i> get an ad hoc salary increase of 5.6 % (2 salary steps) for the school year.
Form teacher / tutor responsibilities	School level	Progression in pay range	1, 24, 34	ISCED 1 and 2: Two steps higher on the pay scale, which amounts to 5.6 % pay rise.
Supporting mentoring / induction programmes	a	a	1, 24	Reduction in teaching time, 40 minutes each week.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Progression in pay range	All	
Successful completion of CPD	Collective agreement	Progression in pay range	All	CPD is already a part of teachers total annual working time. However specialised CPD may contribute to further pay rises.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	School level	Progression in pay range	All	ISCED 02, 1 and 24: Two steps on the pay scale, which amounts to 5.6 % pay rise.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Local	Incidental payment	All	
Family status	a	a	All	
Other	a	a	All	

## Source

ISCED 02: Collective agreement between Teachers Union and Icelandic Association of Local Authorities, 1 June 2015 – 31 March 2019. ISCED 1 and 2: Collective agreement between Teachers Union and Icelandic Association of Local Authorities 1 December 2017 – 30 June, ISCED 3: Collective agreement between Teachers Union and Ministry of Finance, 1 November 2017 – 1 June 2018. All documents relating to pay scale and conditions of compensation can be found at <http://ki.is>

## Iceland

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Teachers certificate and additional education and training in management
ISCED 1	Teachers certificate and additional education and training in management
ISCED 24	Teachers certificate and additional education and training in management
ISCED 34	Teachers certificate and additional education and training in management

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public pre-primary schools	50 158	80 446	m
ISCED 1	All public primary schools	56 166	116 414	m
ISCED 24	All public lower secondary schools	56 166	116 414	m
ISCED 34	All public upper-secondary schools (general programmes)	92 614	116 652	m

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Central/State government or top level authorities

Source

Collective agreement between Union of School Heads and Icelandic Association of Local Authorities, 1 June 2014 – 31 May 2015, 1 June 2015 – 31 March 2019. For ISCED 34, the data is based on the pay scale for heads of government agencies.

Explanatory notes

At ISCED 34, the data concern around 30 school heads of public upper secondary schools, which are run directly by central government. Each school head negotiates an individual contract with the Icelandic Ministry of Education. The salaries of ISCED 34 school heads are the actual minimum and maximum pay.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	67 111	m	m	m	m
ISCED 1	74 250	m	m	m	m
ISCED 24	74 250	m	m	m	m
ISCED 34	98 033	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

Source

Data on earnings is from the Icelandic Survey on Wages, Earnings and Labour Costs that is a sample survey conducted by Statistics Iceland.

Explanatory notes

Means are weighted means according to the survey design.

## Iceland

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	School level	Incidental payment	All	
Working overtime	Collective agreement	% of salary	All	ISCED 3: 1.2 hours of a specific salary level. ISCED 0, 1, 2: 1.0385 % of the employee's monthly salary.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Progression in pay range	All	Local authorities decide on this allowance, except for ISCED3 schools where it is determined by an independent board.
Successful completion of CPD	Local	Progression in pay range	02, 1, 24	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Local	m	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

ISCED 0: Collective agreement between Union of School Heads and Icelandic Association of Local Authorities, 1 June 2014 – 31 May 2015, 1 June 2015 – 31 March 2019. ISCED12: Collective agreement between Union of School Heads and Association of Local Authorities, 1 June 2015 – 31 March 2019. ISCED 3: Ruling of an independent public committee that determines wages for managers of public institutions.

## Liechtenstein

## Teachers

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6)	69 503	a	a	112 783	m	a
ISCED 1	Bachelor's degree in education (ISCED 6)	75 812	a	a	123 031	m	a
ISCED 24	Master's degree in education (ISCED 7)	82 678	a	a	134 169	m	a
ISCED 34	Master's degree (ISCED 7) plus 60 ECTS (higher Teaching Qualification)	89 537	a	a	145 316	m	a

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	Master's degree + 60 ECTS (higher Teaching Qualification)	89 537	a	a	145 316	m	a
ISCED 34	a	a	a	a	a	a	a

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr: 1991.006, E: Law on civil servants salaries.  
 Besoldungsveordnung (BesV) vom 7/12/2004, LGBl-Nr: 2004.198, E: Ordinance on civil servants salaries.  
 Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr: 2004.004, E: Law on Teacher Service Conditions.  
 Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr: 2004.029, E: Ordinance on teacher service conditions.

Explanatory notes

The maximum amount is a theoretical value. Average salaries are normally in the lower half of the salary range. Only 12 % of the salary progression (from the starting to the top salary) is automatically linked to age. Other increases must be adopted by parliamentary decisions on the budget and are linked to performance. At lower secondary level, the minimum qualification (i.e. Master of Education) and the corresponding salary range refer to teachers at *Realschule* and *Oberschule*, while the higher salary range corresponds to teachers at *Gymnasium* and *Berufsmaturitätsschule*, who are required to have a master's degree plus the Master of Advance Sciences in Education.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	m	m	m	m	m	ISCED 1	m
ISCED 24	m	m	m	m	m	ISCED 24	m
ISCED 34	m	m	m	m	m	ISCED 34	m

Source

Data not available

Explanatory notes

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## Liechtenstein

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	All	Certain school management tasks may be delegated to teachers. These tasks are rewarded with an allowance and a reduction of the teaching time. Coordinating functions such as the subject coordinator of teachers ( <i>Fachschaften</i> ) at secondary level are compensated with a reduction in the teaching duties (one lesson).
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	Reduction in teaching time (1 lesson)
Form teacher / tutor responsibilities	a	a	All	Reduction in teaching time (1 lesson)
Supporting mentoring / induction programmes	a	a	All	Reduction in teaching time (1 lesson)
Other	Top level	% of salary	All	Involvement in working groups at school or national level in the framework of certain school (development) projects may entitle teachers to an additional payment per hour.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr.: 1991.006, E: Law on civil servants salaries, URL: <https://www.gesetze.li/konso/1991.006>.

Besoldungsverordnung (BesV) vom 7/12/2004, LGBl-Nr.: 2004.198, E: Ordinance on civil servants salaries, URL: <https://www.gesetze.li/konso/pdf/2004198000?version=16>

Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr.: 2004.004, E: Law on Teacher Service Conditions, URL: <https://www.gesetze.li/konso/pdf/2004004000?version=8>

Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr.: 2004.029, E: Ordinance on teacher service conditions, URL: <https://www.gesetze.li/konso/pdf/2004092000?version=11>

## Liechtenstein

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	a
ISCED 1	Bachelor's degree (ISCED 6) plus CPD for school management Minimum 3 years teaching service
ISCED 24	Master's degree (ISCED 7) plus CPD for school management Minimum 3 years teaching service
ISCED 34	Master's degree (ISCED 7) plus 60 ECTS (higher Teaching Qualification) plus CPD for school management Minimum 3 years teaching service

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Small schools	128 978	134 169	9 %
ISCED 24	Small schools	136 608	145 316	78 %
ISCED 34	Medium schools	148 237	157 686	50 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Big schools	136 608	145 316	36 %
ISCED 24	Medium schools	139 678	145 316	22 %
ISCED 34	Big schools	156 121	169 867	50 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr.: 1991.006, E: Law on civil servants salaries.

Besoldungsverordnung (BesV) vom 7/12/2004, LGBl-Nr.: 2004.198, E: Ordinance on civil servants salaries.

Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr.: 2004.004, E: Law on Teacher Service Conditions.

Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr.: 2004.029, E: Ordinance on teacher service conditions.

Explanatory notes

In June 2012, a new salary system for school heads was introduced as part of the reform of the school management system (aiming at increasing autonomy and leadership responsibilities). As from the school year 2012/13, school heads have a special contract (as civil servants) and specific salary categories. As most school head positions are not full-time positions (actual workload depends on the size of the school), school heads may also have a teaching contract. This compensation is not included in the reported salaries. The maximum amount is a theoretical value. Average salaries are normally in the lower half of the salary range. Regarding the size of the school, the regulations only establish which schools are in which category. The size of the schools are indicative. <https://www.llv.li/files/sa/schuelerstatistik-sj1718-.pdf>

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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## Liechtenstein

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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## Montenegro

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 4 + induction phase (12 months) + professional exam	7 193	7 517	8 003	9 288	57 %	40
ISCED 1	ISCED 6 + induction phase (12 months) + professional exam	8 132	8 500	9 050	10 530	75 %	40
ISCED 24	ISCED 6 + induction phase (12 months) + professional exam	8 132	8 500	9 050	10 530	99 %	40
ISCED 34	ISCED 6 + induction phase (12 months) + professional exam	8 132	8 500	9 050	10 530	98 %	40

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6	8 132	8 500	9 050	10 530	43 %	40
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	a	a	a	a	a	a	a

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

Explanatory notes

The reported statutory salaries have been calculated multiplying the starting coefficient set by the Collective Agreement plus the coefficients corresponding to additional years in service and holidays by the accounting

value of the base salary (90 EUR) + a fixed amount of 63 EUR, which refers to 1/12 of vacation allowance and meal allowance.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	9 641	8 854	9 520	9 785	10 405	9 641	9 641
ISCED 1	9 641	8 854	9 520	9 785	10 405	9 641	9 641
ISCED 24	9 641	8 854	9 520	9 785	10 405	9 641	9 641
ISCED 34	9 641	8 854	9 520	9 785	10 405	9 641	9 641

Source

This document is Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

Explanatory notes

The starting coefficient set by the Collective Agreement plus other allowances (allowance for homeroom teaching, acquired titles, work at several institutions and allowance for accumulated years of service) is multiplied by the accounting value of the base salary (90 EUR) + a fixed amount of 63 EUR, which refers to 1/12 of vacation allowance and meal allowance. Calculations are based on the number of work positions (also according to different ranks of teachers) defined in the school acts approved by the Ministry.

## Montenegro

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	All	8.92 EUR per lesson without taking into account years in service. This amount has been calculated by dividing starting gross salary by 76 teaching hours a month.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Collective agreement	% of salary	All	The higher rank/title further increases teachers' basic/starting coefficient: teacher-mentor by 0.30, teacher-advisor by 0.50, teacher-senior advisor by 0.70, teacher-researcher by 0.80.
Form teacher / tutor responsibilities	Collective agreement	% of salary	All	In case of class/grade teachers, the basic/starting coefficient set for teachers, which equals 6.83, is increased by 10 %, i.e. by 0.683. If the teacher holds a master's degree, the basic coefficient of 0.683 is further increased by 0.50.
Supporting mentoring / induction programmes	a	a	All	Mentoring is taken into account in the assessment of teachers' professional work when they are considered for a higher rank/title, namely teacher-mentor, teacher-advisor or teacher-senior advisor.
Other	Collective agreement	Incidental payment	All	70 EUR net for working in committee for professional exam.

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	% of salary	All	Salary coefficient is increased by 0.50 for master degree and 0.90 for PhD degree.
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Collective agreement	Incidental payment	All	A teacher whose student wins a national or international competition on the subject he/she teaches is entitled to a bonus of eight accounting values of the coefficient net of tax and contributions for the first place, six accounting values for the second place, and four accounting values for the third place. This right may be exercised on the basis of one of the places won at national competition and one place at international competition.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Collective agreement	% of salary	All	Salary coefficient for inclusive teaching in the first cycle without a teaching assistant is increased by 5 %.
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	All	The coefficient of salary for working in a school located more than 5 km away from a road lacking infrastructure, organized transportation or own transportation to the school is increased by 5 %.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

## Montenegro

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions.
ISCED 1	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions.
ISCED 24	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions.
ISCED 34	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions.

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 150 pupils	9 698	12 139	14.29%
ISCED 1	Less than 150 pupils	9 698	12 139	47.85%
ISCED 24	Less than 150 pupils	9 698	12 139	47.85%
ISCED 34	Less than 150 pupils	9 698	12 139	26.00%

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 1000 pupils	10 995	13 793	28.58%
ISCED 1	More than 1000 pupils	10 995	13 793	14.11%
ISCED 24	More than 1000 pupils	10 995	13 793	14.00 %
ISCED 34	More than 1000 pupils	10 995	13 793	16.00%

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Between 501 and 1 000 pupils	10 177	12 756	33.33 %
ISCED 1	a	a	a	a
ISCED 24	a	a	a	a
ISCED 34	Between 501 and 1 000 pupils	10 177	12 756	42.00%

## Authority level determining the statutory salaries of school heads

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

Explanatory notes

The reported statutory salaries have been calculated multiplying the starting coefficient set by the Collective Agreement plus the coefficients corresponding to additional years in service and holidays by the accounting value of the base salary (90 EUR) + a fixed amount of 63 EUR, which refers to 1/12 of vacation allowance and meal allowance.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	12 985	12 023	12 582	13 420	14 538	12 985	12 985
ISCED 1	12 985	12 023	12 582	13 420	14 538	12 985	12 985
ISCED 24	12 985	12 023	12 582	13 420	14 538	12 985	12 985
ISCED 34	12 985	12 023	12 582	13 420	14 538	12 985	12 985

Source

This document is Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

Explanatory notes

The starting coefficient set by the Collective Agreement plus other allowances (allowance for homeroom teaching, acquired titles, work at several institutions and allowance for accumulated years of service) is multiplied by the accounting value of the base salary (90 EUR) + a fixed amount of 63 EUR, which refers to 1/12 of vacation allowance and meal allowance. Calculations are based on the number of work positions (also according to different ranks of teachers) defined in the school acts approved by the Ministry.

## Montenegro

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	All	For chairing the committee for a professional exam, the school head receives a compensation decided by the school board governing board, with the approval of the minister.

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	% of salary	All	Salary coefficients are increased by 0.50 for master degree and by 0.90 for PhD degree.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	All	Salary coefficient is increased by 5 % for working in a school more than 5 km away from a road lacking infrastructure, organized transport and own transport to school.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.; Rulebook of taking professional exam.

# North Macedonia Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6, Faculty of Pedagogy	6 038	6 347	6 507	9 006	m	40
ISCED 1	ISCED 6, Faculty of Pedagogy, probation period and pass a state exam	6 209	6 527	6 691	9 240	100 %	40
ISCED 24	ISCED 6, Faculty of Pedagogy, probation period and pass a state exam	6 209	6 527	6 691	9 240	100 %	40
ISCED 34	ISCED 6, Faculty of Pedagogy, probation period and pass a state exam	6 482	6 814	6 986	9 661	100 %	40

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Law on Primary Education, Law on Secondary Education, Collective agreement for primary education and Collective agreement for secondary education

#### Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	m	m	m	m	m	ISCED 1	m
ISCED 24	m	m	m	m	m	ISCED 24	m
ISCED 34	m	m	m	m	m	ISCED 34	m

#### Source

Data not available

#### Explanatory notes

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## North Macedonia

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	Collective agreement	% of salary	1, 24, 34	Coefficient for primary education 0.120 (MKD 1 453); Coefficient for Secondary Education of 0.123 (MKD 1 537).
Supporting mentoring / induction programmes	Collective agreement	Regular additional payment	1, 24, 34	Teacher mentors of teacher students are rewarded with 10 % of the salary of the teacher student's salary during the duration of the programme.
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Top level	% of salary	All	Success Coefficient in primary education 0.090-0.180 (MKD 1 090-2 180); Success Coefficient for secondary education 0.092-0.184 (MKD 1 149-2 299). On the basis of the Collective agreement for primary education and the Collective agreement for secondary education. Due to financial constraints, no teacher received this type allowance. The main criterion for the evaluation of teachers for the outstanding performance was the students' performance in the external evaluation performed by the National Examinations Centre.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24	From 0.060 to 0.300 (MKD 727-633)
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Law on Secondary Education, Collective agreement for primary education and Collective agreement for secondary education

## North Macedonia

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	ISCED 6 education degree, plus specific training and exam
ISCED 1	ISCED 6 education degree, plus specific training and exam. At least 5 years working experience
ISCED 24	ISCED 6 education degree, plus specific training and exam. At least 5 years working experience
ISCED 34	ISCED 6 education degree, plus specific training and exam. At least 5 years working experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public kindergarten or Centre for Early Development of Children	8 476	9 860	100 %
ISCED 1	Up to 16 classes	7 581	9 097	12 %
ISCED 24	Up to 16 classes	7 581	9 064	12 %
ISCED 34	Up to 29 classesw	7 890	9 468	46 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	More than 36 classes	8 370	10 044	31 %
ISCED 24	More than 36 classes	8 370	10 044	31 %
ISCED 34	More than 50 classes	9 620	11 544	15 %

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Between 17 and 36 classes	8 117	9 740	58 %
ISCED 24	Between 17 and 36 classes	8 117	9 740	58 %
ISCED 34	Between 30 and 49 classes	8 758	10 509	39 %

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Ministry of Education and Science <http://www.mon.gov.mk/>: Law on primary education, Law on secondary education, Collective agreements on elementary school, Collective agreement on secondary school

Primary, lower secondary and upper secondary schools at the beginning of school year 2017/18 <http://www.stat.gov.mk/Publikacii/2.4.18.04.pdf> Ministry of Education and Science <http://www.mon.gov.mk/>

Law on primary education and Law on secondary education: <http://www.mon.gov.mk/>

Collective agreements on elementary school and secondary school: <http://sonk.org.mk/>

Primary, lower secondary and upper secondary schools at the beginning of school year 2017/18: <http://www.stat.gov.mk/Publikacii/2.4.18.04.pdf>

## Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	5 580	5 169	5 428	5 699	5 984
ISCED 24	5 580	5 169	5 428	5 699	5 984
ISCED 34	6 021	5 520	5 915	6 211	6 479

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	5 580	5 580
ISCED 24	5 580	5 580
ISCED 34	6 021	6 021

## Source

Primary, lower and upper secondary schools at the beginning of 2019 <http://www.stat.gov.mk/Publikacii/2.4.18.04.pdf>

## Explanatory notes

The data on primary, lower secondary and upper secondary education are a result of the regular annual surveys at the beginning of the school year. A "school" is any school unit, regardless of whether it is an independent school, a local school or a class section in another type of school. This survey includes all types of schools (primary, lower secondary and upper secondary schools, regular, special and adult schools). From an organisational point of view, the primary and lower secondary schools can be independent or schools composed of several local schools.

## North Macedonia

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Progression in pay range	1, 24	From 0.060 to 0.300 (MKD 727-633)
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Ministry of Education and Science <http://www.mon.gov.mk/>

Law on primary education, Law on secondary education, Collective agreements on elementary school, Collective agreement on secondary school, primary, lower secondary and upper secondary schools at the beginning of school year 2017/18

## Norway

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor degree (3 years) – ISCED 6	39 204	45 355	45 355	47 233	0 %	16
ISCED 1	Bachelor degree (4 years) – ISCED 6	43 224	48 563	48 563	50 400	40 %	16
ISCED 24	Bachelor degree (4 years) – ISCED 6	43 224	48 563	48 563	50 400	40 %	16
ISCED 34	Bachelor degree (4 years) – ISCED 6	43 224	48 563	48 563	50 400	12 %	16

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	Bachelor degree (5 years) – ISCED 6	48 188	52 816	52 816	56 836	48 %	16
ISCED 24	Bachelor degree (5 years) – ISCED 6	48 188	52 816	52 816	56 836	48 %	16
ISCED 34	Master degree (6 years) – ISCED 7	52 248	57 770	57 770	64 054	48 %	16

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

The collective agreement between The Norwegian Association of Local and Regional Authorities (KS) and the teachers unions: <https://www.ks.no/globalassets/fagomrader/lonn-og-tariff/hovedtariffavtalen-1.5.2018-30.4.2020.pdf>

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	49 954	46 258	50 757	52 560	53 474	ISCED 02	49 206	50 025
ISCED 1	56 089	51 517	56 495	58 726	58 625	ISCED 1	56 049	56 104
ISCED 24	56 089	51 517	56 495	58 726	58 625	ISCED 24	56 049	56 104
ISCED 34	60 754	55 117	60 142	62 787	62 569	ISCED 34	60 550	60 906

Source

A database named PAI owned by KS

Explanatory notes

The municipalities submit information on actual wages to KS once a year. The reference date is 1 December each year. The municipalities shall state the salary earned in November and paid in December. The municipalities shall provide information on all of their employees, except employees with a very loose (volatile) employment. KS reviews the data and the municipalities must, if necessary, correct the data.

## Norway

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	Regular additional payment	All	
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	1, 24, 34	50 % overtime premium
Student counselling	Collective agreement	Regular additional payment	1, 24, 34	An annual compensation of minimum NOK 12.000
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	School level	Incidental payment	1, 24, 34	Training student teachers is rewarded with an occasional additional payment. Performing other special tasks may entitle to regular additional payments.
Form teacher / tutor responsibilities	Collective agreement	Regular additional payment	1, 24, 34	An annual compensation of minimum NOK 12.000
Supporting mentoring / induction programmes	School level	Regular additional payment	1, 24, 34	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Progression in pay range	1, 24, 34	Statutory salary level of teachers vary depending on the qualification level: Bachelor's Degree (180 ECTS), Bachelor's Degree (240 ECTS), Bachelor's Degree (300 ECTS), Master's Degree (300 ECTS) and Master's Degree (360 ECTS or more).
Successful completion of CPD	Local	Regular additional payment	All	
Outstanding performance in teaching	Local	Regular additional payment	1, 24, 34	It is not very common, but it is possible for local authorities to give additional regular payments for teachers based on performance. Criteria are decided locally.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Local	Regular additional payment	All	It is not very common, but it is possible for local authorities to give additional regular payments for teachers teaching students with special needs. Criteria are decided locally.
Teaching in a disadvantaged, remote or high-cost areas	Local	Regular additional payment	All	Local authorities can give additional regular payments for teachers teaching in remote areas where it is difficult to get qualified teachers.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

The collective agreement between The Norwegian Association of Local and Regional Authorities (KS) and the teachers unions: <https://www.ks.no/globalassets/fagomrader/lonn-og-tariff/hovedtariffavtalen-1.5.2018-30.4.2020.pdf>

## Norway

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Bachelor degree (3 years) - ISCED 6
ISCED 1	Bachelor degree (4 years) - ISCED 6
ISCED 24	Bachelor degree (4 years) - ISCED 6
ISCED 34	Bachelor degree (4 years) - ISCED 6

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	a	a	a	a
ISCED 34	a	a	a	a

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Local authorities
ISCED 1	Local authorities
ISCED 24	Local authorities
ISCED 34	Local authorities

Source

There are no statutory salaries for school heads. The salary is set individually.

Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	64 265	60 774	63 091	64 213	65 668	65 711	64 161
ISCED 1	75 545	68 547	74 636	75 731	76 147	76 358	75 055
ISCED 24	75 545	68 547	74 636	75 731	76 147	76 358	75 055
ISCED 34	91 555	a	88 320	92 467	91 237	90 506	92 542

Source

A database named PAI owned by KS

Explanatory notes

The municipalities submit information on actual wages to KS once a year. The reference date is 1 December each year. The municipalities state the salary earned in November and paid in December.

## Norway

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	Progression in pay range	All	
Working overtime	Local	Incidental payment	All	Local authorities decide whether a school head is covered by the overtime regulations or not. When school heads are, they receive a 50 % overtime premium.
Student counselling	Collective agreement	Regular additional payment	All	An annual compensation of minimum NOK 12.000
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Local	Incidental payment	All	
Form teacher / tutor responsibilities	Collective agreement	Regular additional payment	All	An annual compensation of minimum NOK 12.000
Supporting mentoring / induction programmes	Local	Regular additional payment	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	Progression in pay range	All	
Successful completion of CPD	Local	Progression in pay range	All	
Outstanding performance	Local	Progression in pay range	All	Salaries are decided locally, normally based on management skills, school size and complexity etc.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Local	Progression in pay range	All	
Schools in disadvantaged, remote or high-cost areas	Local	Progression in pay range	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

The collective agreement between The Norwegian Association of Local and Regional Authorities (KS) and the teachers unions: <https://www.ks.no/globalassets/fagomrader/lonn-og-tariff/hovedtariffavtalen-1.5.2018-30.4.2020.pdf>

## Serbia

## Teachers

## Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

## Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6)	6 217	6 470	6 598	7 253	m	40
ISCED 1	Master's degree (ISCED 7)	6 972	7 260	7 405	8 127	85 %	40
ISCED 24	Master's degree (ISCED 7)	6 972	7 260	7 405	8 127	85 %	40
ISCED 34	Master's degree (ISCED 7)	6 972	7 260	7 405	8 127	86 %	40

## Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law).

Explanatory notes

There are no official data on statutory salaries, but only on net base starting salaries. However, since contributions paid by the employer and the employee are calculated on the basis of fixed coefficients and percentages, it was possible to derive a formula for calculating the gross statutory starting salaries [gross=(net-1,179):0.701]. Statutory salaries for teachers with 10, 15 and 40 years were calculated taking into account the 0.4 % salary progression per year.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	7 497	7 076	7 406	7 590	8 127	ISCED 1	7 489
ISCED 24	7 497	7 076	7 406	7 590	8 127	ISCED 24	7 489
ISCED 34	7 557	7 109	7 447	7 633	8 158	ISCED 34	7 567

Source

Ministry of Finance – Treasury Administration

Explanatory notes

Data on actual salaries are estimates of the average monthly salary of teachers including allowances and additional payments multiplied by 12. Data for ISCED 1 and 24 refer to both education levels together. Since data on pre-primary teachers are collected on the local authorities level, there are no data for pre-primary teachers.

## Serbia

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	All	Deputy head teachers receive additional 10 % of the statutory base salary, whereas upper secondary teachers in charge of school organization receive additional 8 % of the statutory base salary.
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	Teachers who are teaching more classes or hours than required receive additional 26 % of the statutory base salary.
Student counselling	a	Statutory duty	All	
Running extracurricular activities	a	Statutory duty	All	
Providing support or training for other teachers	a	Statutory duty	All	
Form teacher / tutor responsibilities	Top level	% of salary	24, 34	Additional 4 % of the statutory base salary
Supporting mentoring / induction programmes	a	Statutory duty	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	% of salary	All	Teachers receive additional 2 % for one-year specialization, 3 % for a two-year specialization, 4 % for <i>magistratura</i> (diploma obtained after post-graduate studies, granted before the introduction of Bologna system) and 6 % for a PhD of the statutory base salary.
Successful completion of CPD	a	Statutory duty	All	
Outstanding performance in teaching	School level	Incidental payment	All	Teachers have the right to 4 additional days of holidays in case of achieving "extraordinary" results, 3 days for "very successful" results, and 2 days for "successful" results, but there are no guidelines on how the performance is measured. In the Special Collective agreement, it is only noted that the contribution is defined by the general employer's regulation. Teachers have the right to an additional payment if his/her students were awarded at competitions and that is also regulated at the school level. Teachers may get an additional 30 % of the statutory base salary from the school's resources if the teacher achieved special results, as defined by school regulations.
Other	a	a	All	

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	Only teachers working in special schools or teachers who work in a class with exclusively special educational needs students within the mainstream school receive additional 10 % of the statutory base salary.
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	1, 24	Teachers working in distant mountain villages receive additional 8 % of the statutory base salary.
Other	Top level	% of salary	1	Teachers working in remote areas with few students in combined classes receive additional 3 % of if they work with two age groups, 4 % if they work with three age groups and 5 % if they work with four age groups, of the statutory base salary.

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	More than one	Incidental payment	All	After 10, 20, 30 and 35 years of service, a teacher has the right to jubilee awards. After 10 years he/she receives 1.5 the average salary (in that institution in the previous month), after 20 years receives one average salary, after 30 years receives 1.5 the average salary, and after 35 years receives 2 average salaries. Local authorities are responsible for the jubilee awards. Teachers also have the right to redundancy benefits (3 last salaries), regulated at local level.

## Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law)

## Serbia

## School Heads

## Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

## Minimum qualification to become a school head

ISCED 02	Bachelor's degree (ISCED 6) plus 10-year teaching experience
ISCED 1	Master's degree (ISCED 7) plus 8-year teaching experience
ISCED 24	Master's degree (ISCED 7) plus 8-year teaching experience
ISCED 34	Master's degree (ISCED 7) plus 8-year teaching experience

## Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	7 460	8 703	100 %
ISCED 1	a	8 366	9 753	100 %
ISCED 24	a	8 366	9 753	100 %
ISCED 34	a	8 366	9 753	100 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

## Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law)

Explanatory notes

There are no official data on statutory salaries, but only on net base starting salaries. However, since contributions paid by the employer and the employee are calculated on the basis of fixed coefficients and percentages, it was possible to derive a formula for calculating the gross statutory starting salaries [gross=(net-1,179):0.701]. Taking into account the 0.4 % salary progression per year, the minimum statutory salary corresponds to 8 years of experience and the maximum to 40 years of experience. The management allowance (i.e. 20 % of the statutory base salary) was added on top.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

Source

Data not available

Explanatory notes

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## Serbia

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Top level	% of salary	All	Heads who work overtime receive additional 26 % of the statutory base salary.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	% of salary	All	Heads receive additional 2 % for one-year specialization, 3 % for a two-year specialization, 4 % for <i>magistratura</i> (diploma obtained after post-graduate studies, granted before the introduction of Bologna system) and 6 % for a PhD of the statutory base salary.
Successful completion of CPD	a	a	All	
Outstanding performance	School level	Incidental payment	All	School heads have the right to 4 additional days of holidays in case of achieving "extraordinary" results, 3 days for "very successful" results, and 2 days for "successful" results, but there are no guidelines on how the performance is measured. In the Special Collective agreement, it is only noted that the contribution is defined by the general employer's regulation. School heads have the right to an additional payment if his/her students were awarded at competitions and that is also regulated at the school level. School heads may get an additional 30 % of the statutory base salary from the school's resources in case of achieving special results, as defined by school regulations.
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	% of salary	1, 24	Heads working in distant mountain villages receive additional 8 % of the statutory base salary.
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

## Source

Law on Foundations of Educational System; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law)

# Turkey Teachers Salaries

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	8 979	9 193	9 575	10 079	m	25
ISCED 1	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	8 979	9 193	9 575	10 079	m	25
ISCED 24	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	8 979	9 193	9 575	10 079	m	25
ISCED 34	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	8 979	9 193	9 575	10 079	m	25

### Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

MoNE Personnel General Directorate, MoNE Decision on Salaried Teaching Hours of Teachers and Administrators

#### Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

#### Source

Data not available

#### Explanatory notes

-

## Turkey

## Teachers

## Allowances

## Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	Classroom teachers are to teach 18 hours per week, as part of their contract. Field teachers (English, physics, etc.) have to teach 15 hours, accordingly. Overtime teaching (up to 30 hours per week) is paid based on the number of extra class hours, monthly. Teachers are paid TRY 116.7 for each extra class they teach.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Incidental payment	All	Student teachers are sent by the higher education institutions to the Ministry schools under a BA course entitled 'Practicum' and 'School Experience'. Mentor teachers receive a certain amount of additional payment as 'extra teaching hours.'
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	Teachers' salaries are commonly identified in terms of their major, whether classroom teacher or field teacher, and in terms of their year of experience. In this respect, additional education such as MA and PHD offers one and three years of experience successively.
Successful completion of CPD	Top level	Regular additional payment	All	
Outstanding performance in teaching	Top level	Progression in pay range	All	According to the regulation Certification of Success, Higher Success and Award for the Personnel of the Ministry of National Education, local governors can reward outstanding performance of teachers by granting them a "success certificate". After receiving three "success certificates", a teacher gets a Higher Success Certificate and may be offered a financial compensation, which is calculated by referring to the core salary of the highest ranked state official. The award can be offered up to 200 % of this core salary (around TRY 2 800 in 2018).
Other	Top level	Regular additional payment	All	Between TRY 30 and 140 per month depending on the language proficiency score

## Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	Based on the 657th Civil Personnel Act, teachers, as civil servants, are provided with an additional monthly allowance depending on the number and age of their siblings. They may receive an additional payment if their wife/husband is unemployed. For the first kid, the amount is TKL 49 if younger than 72 months, and 77 if older; for the second, it is 99 if younger than 72 months, and 153 if older; and for the third, it is 157 if younger than 72 months, and 238 if older.
Other	Top level	Incidental payment	All	Teachers are also given an allowance for getting prepared for the school year, such as purchasing stationary and relevant items (TRY 1 108 for 2019).

Source

NATIONAL STATISTICS by Ministry of National Education: [http://sgb.meb.gov.tr/www/icerik\\_goruntule.php?KNO=270](http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270) LAWS <https://www.resmigazete.gov.tr/arsiv/10744.pdf>

# Turkey

# School Heads

# Salaries

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

### Minimum qualification to become a school head

ISCED 02	Being a fully qualified teacher in service for at least one year
ISCED 1	Being a fully qualified teacher in service for at least one year
ISCED 24	Being a fully qualified teacher in service for at least one year
ISCED 34	Being a fully qualified teacher in service for at least one year

### Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All pre-primary schools	10 085	11 486	m
ISCED 1	All primary schools	10 085	11 486	m
ISCED 24	All lower secondary schools	10 085	11 486	m
ISCED 34	Upper secondary schools excluding Anatolian schools	10 085	11 486	m

### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	a	a	a	a
ISCED 34	a	a	a	a

### Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34				

### Authority level determining the statutory salaries of school heads

ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

MoNE Personnel General Directorate, MoNE Decision on Salaried Teaching Hours of Teachers and Administrators  
 NATIONAL STATISTICS by Ministry of National Education: [http://sgb.meb.gov.tr/www/icerik\\_goruntule.php?KNO=270](http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270)

#### Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	m	m	m	m	m
ISCED 1	m	m	m	m	m
ISCED 24	m	m	m	m	m
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m
ISCED 1	m	m
ISCED 24	m	m
ISCED 34	m	m

#### Source

Data not available

#### Explanatory notes

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## Turkey

## School Heads

## Allowances

## Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Top level	Incidental payment	All	School heads are paid 20 hours (per month) for their administrative services.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

## Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

## Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

## Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	% of salary	All	Based on the 657th Civil Personnel Act, school heads, as civil servants, are provided with an additional monthly allowance depending on the number and age of their siblings. They may receive an additional payment if their wife/husband is unemployed. For the first kid, the amount is TKL 49 if younger than 72 months, and 77 if older; for the second, it is 99 if younger than 72 months, and 153 if older; and for the third, it is 157 if younger than 72 months, and 238 if older.
Other	a	a	All	

## Source

NATIONAL STATISTICS by Ministry of National Education: [http://sgb.meb.gov.tr/www/icerik\\_goruntule.php?KNO=270](http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270)  
LAWS <https://www.resmigazete.gov.tr/arsiv/10744.pdf>



## **PART III: DEFINITIONS**

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### **Education levels and programmes**

The Eurydice-OECD joint data collection on teachers' and school heads' salaries and allowances covers pre-primary, primary and secondary education (lower and upper). The definitions used are those set down in the 2011 International Standard Classification of Education (ISCED). At the secondary level, only general programmes are within the scope of the data collection.

#### **Pre-primary education (ISCED 02)**

Programmes at this level are typically designed with a holistic approach to support young children's early cognitive, physical, social and emotional development and to introduce them to organised instruction outside the family context. These programmes must have an intentional education component. Pre-primary education (ISCED level 02) is designed for children aged at least 3 years.

#### **Primary education (ISCED 1)**

Programmes at this level are typically designed to provide students with fundamental skills in reading, writing and mathematics (i.e. literacy and numeracy) and to establish a solid foundation for the learning and understanding of core areas of knowledge in preparation for lower secondary education. They also seek to promote children's personal and social development. Age is typically the only entry requirement at this level. The customary or legal age of entry is usually between 5 and 7 years old. This level typically lasts six years, although its duration can range between four and seven years, depending on the country.

#### **General lower secondary education (ISCED 24)**

Programmes at lower secondary level are typically designed to build on the learning outcomes from ISCED level 1. Students enter ISCED level 2 typically between ages 10 and 13 (age 12 being the most common). The ISCED designator 24 denotes general lower secondary education.

#### **General upper secondary education (ISCED 34)**

Programmes at upper secondary level are typically designed to complete secondary education in preparation for tertiary education or to provide skills relevant to employment, or both. Pupils enter this level typically between ages 14 and 16. The ISCED designator 34 denotes general upper secondary education.

### **Decision-making levels**

#### **Central/state government or top-level authorities**

These refer to all government bodies at the national (state) level that make or participate in different aspects of decision-making. In 'federal' countries or countries with a similar type of government structure, they refer to the first level of territorial authority immediately below the national level.

The highest level of authority with responsibility for education in a given country is usually located at national (state) level. However, for Belgium, Germany, Spain and the United Kingdom, the *Communautés*, *Länder*, *Comunidades Autónomas* and devolved administrations respectively are responsible for all or most areas relating to education. Therefore, these administrations are considered as the top-level authority for the areas where they hold the responsibility, while for the ones for which they share the responsibility with the national (state) level, both are considered to be top-level authorities.

### **Provincial/regional/sub-regional/inter-municipal authorities or governments**

These refer to the first level of territorial authority immediately below the national level in countries that do not have a 'federal' or similar type of governmental structure and to the second level of territorial authority below the national government in countries with a 'federal' or similar type of governmental structure.

### **Local government/authorities/municipalities**

These refer to the lowest level of territorial authority in a nation. The local authority in terms of education may be the education department within a general-purpose local government or a special-purpose local government body whose sole area of responsibility is education.

### **School level authorities**

These refer to the decision-making bodies located within the school, which could be: (1) an external school board, which includes residents of the wider community; (2) an internal school board, which could include school heads, teachers, other school staff, parents, and students; and (3) both an external and an internal school board. 'School networks', 'networks of schools', 'didactic circles' and 'groups of schools' or 'school clusters' are considered as school level authorities.

Parents and teachers should be considered as one element of the school level, rather than a separate level. The school level also includes any individual employee (e.g. a teacher) in the school who is allowed to take decisions.

### **Collective agreements**

These refer to collective agreements adopted by the relevant stakeholders when they are the only instrument used to determine teachers' and school heads' compensations

### **More than one authority level**

This refers to a combination of two or more of the above-mentioned authorities (e.g. central government and local authorities).

## **Public and private schools**

This data collection focuses on the salaries of teachers and school heads in **public educational institutions**. However, in a few countries, the reported salaries may also apply to government-dependent private schools.

According to the 2016 UOE manual for the data collection on education systems, an education institution is classified as public or private depending on whether it is under the overall control of a public or private body.

### **Public institutions**

An institution is classified as **public** if it is:

Controlled and managed directly by a public education authority or agency, or

Controlled and managed either by a government agency directly or by a governing body (Council, Committee, etc.), most of whose members are either appointed by a public authority or elected by the public.

## Private institutions

An institution is classified as *private* if:

It is controlled and managed by a non-governmental organisation (e.g. a church, a trade union or a business enterprise, a foreign or international agency), or its governing board consists mostly of members not appointed by a public agency.

The terms 'government-dependent' and 'independent' refer only to the degree of a private institution's dependence on funding from government sources; they do not refer to the degree of government direction or regulation. A **government-dependent private institution** is one that either receives at least 50 % of its core funding from government agencies or one whose teaching staff are paid by a government agency – either directly or through government. An **independent private institution** is one that receives less than 50 % of its core funding from government agencies and whose teaching staff are not paid by a government agency.

## Teachers and school heads

This data collection covers fully qualified full-time teachers and school heads. Part-time teachers and those that are not yet fully qualified are beyond the scope of the study.

### Fully qualified full-time teacher

**Fully qualified** teachers are those who have fulfilled all the training requirements for teaching (one or more subjects) and meet all other official requirements (e.g. probation period). Their professional tasks involve the planning, organisation and delivery of group or individual activities for a class of students with respect to the development of their knowledge, skills, and attitudes.

The designation **full-time** teacher is usually based on 'statutory working hours', as opposed to actual total working time or actual teaching time. A teacher employed for at least 90 per cent of the normal or statutory number of hours of work for a full-time employee over a complete school year is considered as a full-time teacher in the context of this survey.

### School head

The term **school head** refers to any person whose primary or major function is heading a school or a group of schools alone or within an administrative body such as a board or council. The school head is the primary leader responsible for the leadership, management and administration of the school.

Depending on circumstances, school heads may exercise educational responsibilities (which may include teaching tasks but also responsibility for the general functioning of the institution in areas such as the timetable, implementation of the curriculum, decisions about what is to be taught and the materials and methods used). They may also have – to a varying degree – other administrative, staff management and financial responsibilities.

## **Statutory salary**

The annual statutory salary is the sum of the gross wages paid to full-time, fully qualified teachers or school heads according to statutorily defined salary ranges. It includes any additional payments that all teachers or school heads receive and that constitute a regular part of the annual base salary such as the 13th month and holiday pay (where applicable) or, in the case of school heads, the allowance received by all school heads for managing the school. This gross amount excludes the employer's social security and pension contributions, but includes those paid by employees.

### **Salary range for teachers**

Indicates the amount of salary that full-time, fully qualified teachers can expect to receive, depending on the number of years that they have been in service. Progression in the salary range may also be linked to the fulfilment of certain conditions, such as a positive evaluation in the performance review/appraisal process. Salary scales are statutorily defined either in regulations or agreements between stakeholders. Data for this survey is collected at four points on the salary range:

- starting salary,
- salary after 10 years of experience,
- salary after 15 years of experience, and
- salary at the top of the range.

The salary range applies to teachers who hold the minimum qualification required to enter the teaching profession in the reference year. In education systems where the largest proportion of teachers holds a higher qualification than the minimum that is associated with a different salary range, the information on this pay range is also collected.

### **Salary range for school heads**

Indicates the range of pay received by school heads (working full-time) with the minimum qualification required to manage a school. Salary scales are statutorily defined either in regulations or agreements between stakeholders. Data is collected for the minimum and maximum points of the salary range applicable to school heads. Salary progression may depend on various criteria, such as experience, performance, nature and number of responsibilities, and school characteristics.

The reported salaries of school heads may consist of the statutory teacher salary plus a management allowance, or there may be a distinct statutory salary range for school heads to which, in some cases, a management allowance is added.

In education systems where the salary range changes with the type of school (e.g. number of students or classes, geographic location, offer of special programmes or differentiated teaching), the data refers to the scales with the lowest and highest minimum salaries. Where there is a different salary scale that applies to the largest proportion of school heads, this data is also collected.

## **Actual salary**

This refers to the weighted average gross annual salary actually received by all teachers or school heads within the age range 24-65 at a specific education level, including the statutory salary and other additional payments. This amount excludes the employer's social security and pension contributions but includes those paid by the employees. The additional payments refer to bonuses and allowances which teachers may be awarded in addition to their basic salary set according to their educational qualifications and experience. Actual salary data can be drawn from national administrative registers, statistical databases, representative sample surveys or other representative sources.

## **Allowances**

In the context of this report 'allowances' refers to the various forms of regular or exceptional payments that may be provided in addition to the statutory salary. This report takes into consideration three main categories:

### **Additional responsibilities**

Activities that might be carried out by teachers/school heads as distinct from those specified in their contract, which can include:

- Managerial activities (e.g. serving as head of department or coordinator of teachers). For school heads, responsibilities for leadership/management/administration, etc. are not regarded as additional responsibilities.
- Teaching more classes or working more hours than required by the full-time contract of employment or in the conditions of service (overtime payments).
- Student counselling after classes, including student supervision, virtual counselling, career guidance and behavioural support.
- Running extra-curricular activities (e.g. sports, homework clubs, out-of-school workshops, visits to museums, drama clubs, summer schools).
- Training student teachers and providing support to other teachers.
- Acting as a form tutor or teacher.
- Participation in mentoring programmes and/or supporting new teachers in induction programmes.

## **Teachers' qualifications, training and performance**

### Further formal qualifications

Further formal qualifications may include any postgraduate qualifications obtained beyond the minimum qualification needed to become a teacher at the specific level of education (e.g. master's degree, PhD degree, etc.).

### Further CPD qualifications

Formal and non-formal Continuing Professional Development (CPD) activities which may, for example, include subject-based and pedagogical training, training in the use of ICT for teaching, developing new teaching materials, etc. In certain cases, these activities may lead to additional qualifications.

### Outstanding performance

Teachers and school heads may be appraised on the quality of their work (teaching or managing) through internal or external evaluation procedures or on the basis of the results obtained by their students in different types of examinations.

## **Teaching conditions**

### Geographical location

Location allowances are often used as incentives to encourage teachers to accept posts in remote or rural areas as well as in socially disadvantaged ones. Also included in this category are the allowances given for working in regions such as capital cities where the cost of living is above average.

### Special educational needs or challenging circumstances

Allowances for teaching students with special educational needs integrated within mainstream classes and pupils with learning difficulties, language problems, and those from an immigrant background, etc. In the case of school heads, these activities also include tasks designed to coordinate and support specific groups of students.

## ANNEXES

### Main GDP aggregates per capita [nama\_10\_pc]

GEO/TIME	2018	2019	GEO/TIME	2018	2019
Belgium	40 240	41 240	Netherlands	44 920	46 820
Bulgaria	7 980	8 680	Austria	43 640	44 900
Czechia	19 530	20 640	Poland	12 920	13 730
Denmark	52 010	53 430	Portugal	19 870	20 660
Germany	40 340	41 340	Romania	10 510	11 440
Estonia	19 740	21 160	Slovenia	22 080	22 980
Ireland	66 670	70 470	Slovakia	16 470	17 270
Greece	17 210	17 500	Finland	42 350	43 480
Spain	25 730	26 440	Sweden	46 310	46 180
France	34 980	36 060	United Kingdom	36 480	37 760
Croatia	12 620	:	Iceland	61 800	59 910
Italy	29 210	29 610	Liechtenstein	150 130	:
Cyprus	24 290	24 920	Norway	69 230	67 040
Latvia	15 080	15 930	Switzerland	70 120	73 210
Lithuania	16 160	17 310	Montenegro	7 490	:
Luxembourg	98 640	102 200	North Macedonia	:	:
Hungary	13 690	14 720	Albania	:	:
Malta	25 490	26 350	Serbia	6 140	6 590
			Turkey	8 020	:
Last update	1.4.2020	UNIT	Current prices, euro per capita		
Extracted on	3.4.2020	NA_ITEM	Gross domestic product at market prices		
Source of data	Eurostat				

### Euro/ECU exchange rates - annual data [ert\_bil\_eur\_a]

CURRENCY/TIME	2018	CURRENCY/TIME	2018
Bulgarian lev	1.9558	Norwegian krone	9.8511
Czech koruna	25.670	Albanian lek	123.0100
Danish krone	7.4661	Denar (of North Macedonia)	61.5060
Pound sterling	0.87777	Serbian dinar	117.8524
Croatian kuna	7.41800	Turkish lira	6.3578
Hungarian forint	325.30	Last update	24.02.20
Polish zloty	4.2976	Extracted on	25.03.20
Romanian leu	4.7453	Source of data	Eurostat
Swedish krona	10.5891	STATINFO	Average
Swiss franc	1.1124	UNIT	National currency
Icelandic krona	137.28		

**HICP (2015 = 100) - annual data (average index and rate of change) [prc\_hicp\_aind]**

<b>GEO/TIME</b>	<b>2019</b>	<b>GEO/TIME</b>	<b>2019</b>
Belgium	107.77	Netherlands	105.78
Bulgaria	104.99	Austria	106.98
Czechia	107.8	Poland	104.8
Denmark	102.5	Portugal	103.71
Germany	105.5	Romania	108.15
Estonia	110.50	Slovenia	105.11
Ireland	101.7	Slovakia	106.33
Greece	102.46	Finland	103.58
Spain	104.26	Sweden	106.93
France	104.95	United Kingdom	107.8
Croatia	103.04	Iceland	101.83
Italy	103.2	Liechtenstein	:
Cyprus	100.78	Norway	111.5
Latvia	108.53	Switzerland	101.41
Lithuania	109.47	Montenegro	:
Luxembourg	105.93	North Macedonia	105.42
Hungary	109.46	Albania	:
Malta	105.54	Serbia	108.8
		Turkey	160.30
Last update	18.3.2020	UNIT	Annual average index
Extracted on	1.4.2020	COICOP	All-items HICP
Source of data	Eurostat		

## ACKNOWLEDGEMENTS

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## Teachers' and School Heads' Salaries and Allowances in Europe – 2018/19

This report covers the salaries of teachers and school heads in pre-primary, primary and general secondary public schools in 2018/19 in 42 European education systems. The comparative overview examines the statutory salaries for beginning teachers and the prospects for salary increases throughout their career. It also analyses the main changes to teachers' statutory salaries in the past years, the average actual salaries including allowances and other additional payments, and the statutory salaries of school heads. The report includes country sheets illustrating the data on salaries and allowances of teachers and school heads for each education system.

Data have been collected jointly by the Eurydice and the OECD/NESLI networks.

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The Eurydice network's task is to understand and explain how Europe's different education systems are organised and how they work. The network provides descriptions of national education systems, comparative studies devoted to specific topics, indicators and statistics. All Eurydice publications are available free of charge on the Eurydice website or in print upon request. Through its work, Eurydice aims to promote understanding, cooperation, trust and mobility at European and international levels. The network consists of national units located in European countries and is coordinated by the EU Education, Audiovisual and Culture Executive Agency. For more information about Eurydice, see <http://ec.europa.eu/eurydice>.

