



Teachers' and School Heads' **Salaries and Allowances** in **Europe**, 2013/14

Eurydice Facts & Figures

*Education
and Training*



Teachers' and School Heads'
Salaries and Allowances
in Europe,
2013/14

CONTENTS

| | |
|--------------------------------------|------------|
| Table of Figures | 3 |
| Codes | 4 |
| Overview | 5 |
| Part I: Comparative Analysis | 6 |
| Part II: National Data Sheets | 29 |
| Part III: Definitions | 107 |
| Acknowledgements | 111 |

TABLE OF FIGURES

| | | |
|-----------|--|----|
| Figure 1: | Decision-making levels (public authorities) responsible for setting teachers' basic statutory salaries in public schools, pre-primary to upper secondary general education (ISCED 0, 1, 2 and 3), 2013/14 | 7 |
| Figure 2: | The minimum and maximum annual basic gross statutory salary in general education of full-time fully qualified TEACHERS in public schools compared to per capita GDP at current price (ISCED 1, 2, and 3), 2013/14 | 11 |
| Figure 3: | The minimum and maximum annual gross statutory salaries for SCHOOL HEADS in general education in public schools in EUR compared to per capita GDP at current price (ISCED 1, 2, and 3), 2013/14 | 14 |
| Figure 4: | Relationship between the relative increase in statutory salaries in primary, lower secondary and upper secondary general education and the length of service needed to obtain the maximum salary (ISCED 1, 2 and 3), 2013/14 | 18 |
| Figure 5: | Changes (in percentage terms) in the minimum gross annual statutory salary for teachers in primary, lower secondary and upper secondary general education (ISCED 1, 2 and 3), between 2009 and 2014 | 20 |
| Figure 6: | Changes in teachers' statutory salaries in absolute terms in the public sector in 2013/14 compared with the previous year (ISCED 0, 1, 2 and 3) | 23 |
| Figure 7: | Salary allowances and complementary payments for teachers in public schools, with the levels of authority responsible for decision-making (ISCED 0, 1, 2 and 3), 2013/14 | 25 |

CODES

Country codes

| | | | |
|-----------------|-------------------------------------|---------------|---------------------------------------|
| EU/EU-28 | European Union | MT | Malta |
| BE | Belgium | NL | The Netherlands |
| BE fr | Belgium – French Community | AT | Austria |
| BE de | Belgium – German-speaking Community | PL | Poland |
| BE nl | Belgium – Flemish Community | PT | Portugal |
| BG | Bulgaria | RO | Romania |
| CZ | Czech Republic | SI | Slovenia |
| DK | Denmark | SK | Slovakia |
| DE | Germany | FI | Finland |
| EE | Estonia | SE | Sweden |
| IE | Ireland | UK | The United Kingdom |
| EL | Greece | UK-ENG | England |
| ES | Spain | UK-WLS | Wales |
| FR | France | UK-NIR | Northern Ireland |
| IT | Italy | UK-SCT | Scotland |
| HR | Croatia | IS | Iceland |
| CY | Cyprus | LI | Liechtenstein |
| LV | Latvia | ME | Montenegro |
| LT | Lithuania | MK* | former Yugoslav Republic of Macedonia |
| LU | Luxembourg | NO | Norway |
| HU | Hungary | TR | Turkey |

MK* : ISO code 3166. Provisional code which does not prejudice in any way the definitive nomenclature for this country, which will be agreed following the conclusion of negotiations currently taking place under the auspices of the United Nations (http://www.iso.org/iso/country_codes/iso_3166_code_lists.htm)

Statistical codes

| | | | |
|---|--------------------|-----|----------------|
| : | Data not available | (–) | Not applicable |
|---|--------------------|-----|----------------|

OVERVIEW

The Eurydice Network has been collecting and publishing data on teachers and school heads salaries since 1995. Traditionally the information was used primarily in *Key Data on Education* reports, where two sections were devoted to a comparative analysis of issues related to teachers and school heads ⁽¹⁾.

Following the previous positive experience, in 2010, the Eurydice Network decided to collect and publish on a yearly basis information on the salaries and allowances for teachers and school heads.

The present document is composed of three parts. In Part I, a comparative analysis based on the data provided by each country is presented. In Part II, national sheets on teachers and school heads remunerations from *pre-primary education (ISCED 0) to upper secondary education (ISCED 3)* are summarised. Finally, in Part III, the general methodology and definitions used in the data collection are available.

For each country/region, the following elements are included in the national data sheets:

- Decision-making levels for setting teachers'/school heads' basic statutory salaries in public schools;
- Salaries arrangements in the private sector;
- Minimum and maximum annual gross statutory salaries of full-time fully qualified teachers/school heads in public schools;
- Actual salary levels if available;
- Information on salary increase/decrease in the last year;
- Salary allowances for teachers/school heads.

Official documents issued by central (top-level) education authorities are the prime sources of information. However, in countries where such official documents do not exist, other documents and agreements which are recognised and accepted by education authorities are used. When data on actual salaries are available on the basis of representative sources such as national administrative registers, statistical databases or sample surveys, the specific source is indicated in each national data sheet concerned.

Amounts are presented in the national currency and in Euros considering the average exchange rate during the reference period.

The reference year for the data collection is the **2013/14 school year** (September 2013-August 2014). Nevertheless, for countries where index-linked changes in salary occur at the beginning or end of the calendar year, the information is provided for the period **January-December 2014** if not indicated otherwise.

⁽¹⁾ See EACEA/Eurydice, 2012, *Key Data on Education in Europe*. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/key_data_series/134EN.pdf [Accessed 15 September 2014].

PART I: COMPARATIVE ANALYSIS

| | |
|--|----|
| Introduction | 6 |
| Top-level authorities set basic statutory salaries for teachers and school heads in public schools in almost all countries | 7 |
| Teachers' salaries in private grant-aided schools are generally subject to the same rules as public schools but private independent schools often set their own salaries | 8 |
| The minimum statutory salary for teachers in primary and secondary general education is lower than national per capita GDP in the majority of countries | 9 |
| School heads' statutory starting salary is higher than GDP per capita in a majority of countries | 13 |
| The increase in teachers' salaries, excluding other allowances, is positively correlated to career length in almost all countries | 16 |
| Five years after the start of the economic crisis in Europe, the effects on teachers' salaries are still visible in many countries | 19 |
| The majority of countries registered an increase in teachers' salaries in 2013/14 | 22 |
| Almost all European countries pay allowances to teachers | 24 |
| Conclusion | 27 |

Introduction

Attractive salaries, the potential for earning additional allowances and good working conditions constitute some of the main incentives for drawing people into the teaching profession and ensuring high levels of satisfaction and motivation among teachers and school heads.

Increasingly, teachers are required to perform additional duties, which require a broad range of skills. Besides their responsibility for transferring knowledge, they now have to be able to perform a variety of tasks, such as using information technology, working in teams, assisting in integrating children with special educational needs (SEN), and contributing to school management. Similarly, school heads must be more versatile; they now not only organise teaching and learning but also manage financial and human resources ⁽²⁾. This widening of the skill set creates a challenge for all national education systems: how to attract into the teaching profession the most talented people who can satisfy all the new requirements and adapt to the changing environment. This is particularly difficult at a time when the education sector is increasingly in competition with the business world to attract the best qualified young graduates. It is essential, therefore, that salaries and working conditions are sufficiently competitive to ensure that enough people of the right calibre are attracted into the profession. Furthermore, ensuring that career prospects are good and additional allowances are paid to compensate for extra responsibilities or additional workload also has a critical role to play in

⁽²⁾ See EACEA/Eurydice, 2013, Key Data on Teachers and School Leaders in Europe. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/key_data_series/151EN.pdf [Accessed 21 May 2014].

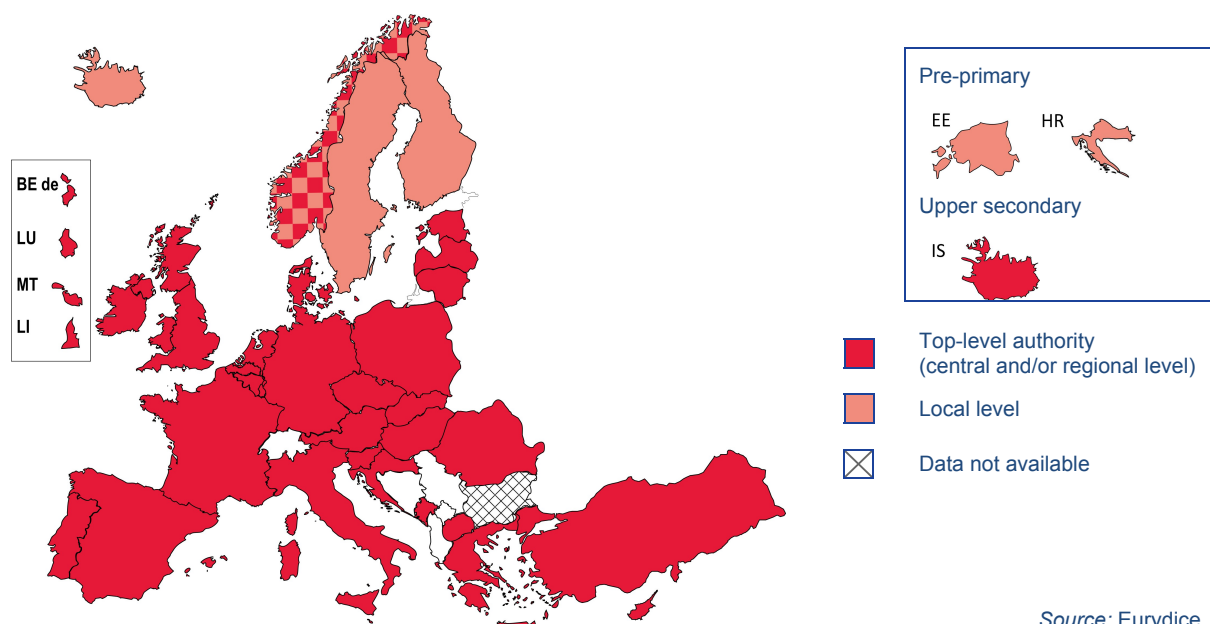
influencing people's desire to enter the teaching profession. Policies that affect the earnings and career prospects of those employed in the education sector cannot, therefore, be overlooked.

This overview compares the different levels of decision-making responsible for setting teachers' and school heads' statutory salaries in primary and general secondary education in Europe. The minimum and maximum statutory salaries are presented in nominal terms and compared to per capita GDP in each country. Teachers' career prospects are also indicated through data on salary progression and its relationship to professional experience. Additionally, trends in the evolution of salary levels between 2009 and 2014 are also analysed. Finally, the different types of allowances available to teachers are presented, indicating the decision-making levels involved in allocating these payments.

Top-level authorities set basic statutory salaries for teachers and school heads in public schools in almost all countries

The amount of the basic statutory salary for teachers and school heads at the different levels of education is decided by the top-level authority for education in almost all European countries⁽³⁾. However, in Germany, the regional governments of each *Land* are responsible for setting teachers' and school heads' salaries; while in Spain the responsibility is shared between the national authority (basic salary and extra payments for the length of service and civil service rank held) and the Autonomous Communities (allowances for teaching, in-service training and other salary supplements).

Figure 1: Decision-making levels (public authorities) responsible for setting teachers' basic statutory salaries in public schools, pre-primary to upper secondary general education (ISCED 0, 1, 2 and 3), 2013/14



Source: Eurydice.

Explanatory note

The **top-level authority** for education in most countries is the central government. In federal or similar types of government structure, however, the top level corresponds to the governments of the Communities in Belgium, the *Länder* in Germany, the governments of the Autonomous Communities in addition to the central government in Spain, and the education ministries in England, Wales, Northern Ireland and Scotland for the United Kingdom.

⁽³⁾ For additional info on the decision making bodies involved in the transfer of funds (including for teaching staff) to school see EACEA/Eurydice 2014, Financing Schools in Europe: Mechanisms, Methods and Criteria in Public Funding. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/thematic_reports/170EN.pdf [Accessed 07 July 2014].

Teachers' (School Heads) basic statutory salary is the remuneration awarded to a teacher (school heads), who is a childless, unmarried person, holding the minimum qualifications required to teach (or to manage a school) at a specific level of the education system. The basic salary may vary according to the level of education.

This figure only shows the authority levels which have some decision-making powers in deciding the basic statutory salary. Lower level authorities using salary scales or criteria defined by higher levels to set teachers' basic statutory salaries are not regarded as having decision-making powers, as they only apply the rules established by other bodies.

In Finland and Sweden, teachers' basic remuneration is decided on the basis of negotiations between the education authorities and the trade unions and, consequently, there are no statutory salaries in the strict sense of the term. In Finland, teachers' salaries are agreed nationally as part of collective agreements for state and municipal civil servants in the education sector. These negotiations take place at intervals of one to three years, between the trade union for education and local authority employers. In Sweden, teachers' salaries are performance-based and agreements at local level provide the framework within which teachers' salaries are negotiated on an individual basis. In Iceland, teachers' salaries are established at local level for pre-primary and compulsory education, and in Estonia and Croatia for pre-primary education. In Norway, the minimum statutory salaries for teachers are negotiated at central level but municipalities are free to increase these in direct negotiations.

Only in Estonia and Latvia are teachers' and school heads' salaries decided by different levels of authority. In both countries teachers' salaries are decided at central level. In Estonia, school heads conclude an employment contract with the rural municipality or city mayor or an official authorised by the mayor. In Latvia for heads in pre-primary education, local authorities set the basic rate and fund salaries. For primary, lower secondary and upper secondary school heads, the basic salary rate is set by the central authority while actual salaries vary according to school size. These rates are set by the founders – the local authority or the ministry.

Teachers' salaries in private grant-aided schools are generally subject to the same rules as public schools but private independent schools often set their own salaries

Private grant-aided (or private government-dependent) schools⁽⁴⁾ receive the majority of their funding from public authorities. The salary arrangements for teachers and school heads in these schools are usually based on the same calculation methods and basic statutory salary references as in the public sector. In Spain, every year, the general state budget establishes the mechanism for funding the salaries of teachers in private grant-aided schools, which can then be increased by each Autonomous Community. The actual salaries of these teachers are the result of negotiations between the employers' organisations and the teachers' unions, and appear yearly in the revised salary tables for the relevant collective agreement. The minimum salary for staff covered by the agreement comprises: basic salary, bonus linked to length of service, additional allowances and extra payments (paid twice every year). In Hungary, the Labour Code is applied when calculating teachers' basic statutory salaries in the private sector; nevertheless, according to the Public Education Act, teachers' basic statutory salaries in private grant-aided schools cannot be lower than in public schools.

Private independent schools⁽⁵⁾ often determine their own basic salaries⁽⁵⁾, considering as a starting point relevant national labour legislation/codes of practice. This is the case for Belgium (French Community), Estonia, Lithuania and Liechtenstein among others. In France, private independent schools have complete freedom to determine their basic salaries. In Denmark, teachers at private independent primary and lower secondary schools have to negotiate their salaries individually, but can obtain help from the Danish union of teachers. In Croatia and in Austria, teachers' basic salaries are

⁽⁴⁾ For the definition of private grant-aided schools, see Part III: Definitions.

⁽⁵⁾ For the definition of private independent schools, see Part III: Definitions.

determined, in general, by the owner of the school. Also in the United Kingdom (England, Wales, Northern Ireland and Scotland), private independent schools set their own pay scales. In Portugal, private independent schools determine their teachers' salaries according to a pay scale which is different from that used in public schools, but statutory salaries in public schools are used as non-binding guidelines. In Turkey, the basic net salary paid to a teacher in a private independent school cannot be less than the basic salary of a teacher working in an equivalent public school. Private independent schools may adopt different salary policies, and teachers' salaries may vary significantly between private schools.

Finally, in Greece, Malta, Slovenia (only schools receiving public funding), Slovakia, Iceland and Norway, teachers' basic statutory salaries are determined using the same methods for all public, private grant-aided and private independent schools.

The minimum statutory salary for teachers in primary and secondary general education is lower than national per capita GDP in the majority of countries

A teacher's statutory salary is generally based on a salary scale with a number of levels or grades. Teachers may move from a lower to a higher level in accordance with a set of criteria such as length of service, merit, further qualifications, etc. However, it should be noted that the basic statutory salary excludes salary allowances and benefits, which may represent a significant proportion of a teacher's salary in some countries (with the exception of France where, an *indemnité de résidence* is included; additionally, at ISCED 2 or ISCED 3, the statutory wage of a *Professeur certifié* includes a bonus for tutoring and a bonus for extra teaching time).

In order to compare public expenditure on teacher remuneration across countries, one of the most commonly used indicators is the relationship of the minimum or maximum statutory salaries to the per capita Gross Domestic Product (GDP), an indicator of the standard of living in a country. This relationship can be presented either in percentage (ratio between salary and GDP per capita) or in absolute terms. The second option, used in some sections of this report, helps to clearly identify the order of magnitude of the two variables, which is not apparent under the first.

When comparing teachers' salaries to per capita GDP, it is necessary to take into consideration the fact that a positive change in this indicator does not necessarily mean an increase in teachers' real purchasing power. This is the case in countries where the per capita GDP decreased due to the budgetary and financial crisis, while statutory salaries remained unchanged or fell by a lower rate than the per capita GDP.

In around three quarters of countries/regions, minimum annual statutory salary levels for primary and lower secondary education are lower than the GDP per capita. For upper secondary education, GDP per capita is higher than the minimum statutory salary in the majority of the countries. The lowest ratio (teachers' minimum statutory salary/GDP per capita) can be observed in Latvia, Lithuania and Romania, where the minimum salary at all education levels corresponds to less than 50 % of per capita GDP. Additionally, in Poland (ISCED 1) and Slovakia, the ratio is below 60 %. Conversely, the highest ratios can be seen in Montenegro (179 % in ISCED 1, 2, and 3), Germany (*Länder*, 152 % in ISCED 3), Spain (139 % in ISCED 2 and 3), Portugal (136 % in ISCED 1, 2, and 3) and Cyprus (126 % in ISCED 1, 2, and 3).

However, when considering the maximum annual statutory salaries for primary, lower secondary and upper secondary levels, the situation is different. The maximum statutory salary for teachers at all education levels is higher than per capita GDP in the majority of countries. The highest rate can be seen in Cyprus (306 %, for ISCED 1, 2, and 3), Montenegro (284 % for ISCED 1, 2, and 3) and

Portugal (261 %, for ISCED 1, 2 and 3), Germany (209 %, for ISCED 3) and Spain (206 % for ISCED 3, *Catedráticos*). In contrast, in the Czech Republic, Estonia, Slovakia, Lithuania, Latvia and Slovakia even the maximum statutory salary at all three levels of school education is still lower than per capita GDP (see Table 1 for detailed data). In Sweden and Iceland, this is the case for ISCED 1 and ISCED 2.

The relationship between the minimum and maximum annual basic statutory salary to the per capita GDP should be seen also in the context of the number of years, or length of service, needed to obtain the maximum salary (see Figure 4).

Explanatory note (Figure 2)

The **gross annual statutory salary** is the amount paid by the employer in a year, including general increases to salary scales, the 13th month and holiday pay (where applicable) but excluding the employers' social security and pension contributions. This salary does not include other salary allowances or financial benefits (related, for example, to further qualifications, merit, overtime, additional responsibilities, geographical location, the obligation to teach classes in challenging circumstances, or accommodation, health or travel costs). The **minimum salary** is the gross salary received by teachers at the start of their career. The **maximum salary** is the gross salary received by teachers and school heads on retirement or after a certain number of years' service. The maximum salary includes only increases related to length of service and/or age. For information regarding decision-making levels, see Figure 1.

The values in the table show the relationship (in percentages) between the minimum and maximum gross annual statutory salary, according to level of education, in EUR and GDP per capita (at current prices in EUR) in the country concerned. The reference calendar year for GDP per capita is 2013. Source: Eurostat (data extracted May 2014: nama_gdp_c). The reference period for salaries is the 2013/14 school year or the calendar year 2014. Exchange rates, source: Eurostat (data extracted on May 2014: ert_bil_eur_m).

See detailed national fiche for additional info.

Country specific notes (Figure 2)

Belgium: National per capita GDP is taken into account (instead of per capita GDP in each Community).

Czech Republic: Statutory salaries are based on salary scales 8-11 for ISCED 0 and salary scales 11-12 for ISCED 1-3.

Denmark: For upper secondary schools the period of reference is from 1 August 2013. Earnings-related pension is included.

Germany (Länder): Ref. year: 2012/13.

Ireland: There are three different pay scales in existence depending on the time of the first appointment to teaching. Teachers appointed in the period 1 January 2011 to 1 February 2012 are on the scales quoted in the table. See national fiche for additional info.

Greece: GDP per capita data 2012.

Spain: The total amounts correspond to average salaries in public education, calculated as a weighted average of the salaries in the different Autonomous Communities. **(a)** Data on salaries of non *Catedráticos* teachers; **(b)** Data on salaries at ISCED 2-3 of *Catedráticos* teachers.

France: At ISCED 1, the minimum and maximum salaries refer to the statutory wage of a *Professeur des écoles* and include an indemnité de résidence. At ISCED 2 or ISCED 3, minimum and maximum salaries refer to the statutory wage of a *Professeur certifié* and include a bonus for tutoring and a bonus for extra teaching time. At ISCED 3, **(a)** Data on the salaries of teachers in *Lycées*; **(b)** Data on the salaries of teachers in *Lycées professionnels*.

Italy: At ISCED 3, **(a)** Data for teachers with a *Laurea magistrale* (Master's degree); **(b)** Data for teachers that have completed non-university studies.

Malta: Teachers' salaries for upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates.

Netherlands: Schools are free to decide in which salary scale teachers start their career.

Austria: At ISCED 2, **(a)** Data on salaries of *Volksschule and Hauptschule* teachers; **(b)** Data on salaries of *Allgemeinbildende Höhere Schule* teachers.

Poland: Minimum and maximum gross annual statutory salaries in primary and lower secondary education are calculated for teachers with the basic minimum qualifications. However, approximately 90 % of teachers have higher levels of qualification and receive higher remuneration.

Finland: The maximum gross annual statutory salary is the minimum salary plus all age increments as the agreements do not define a maximum statutory salary. Ref. year: 2013.

Sweden: Reference year: 2012/13.

Iceland: At ISCED 3, data refer to gross actual annual salaries for January-December 2012.

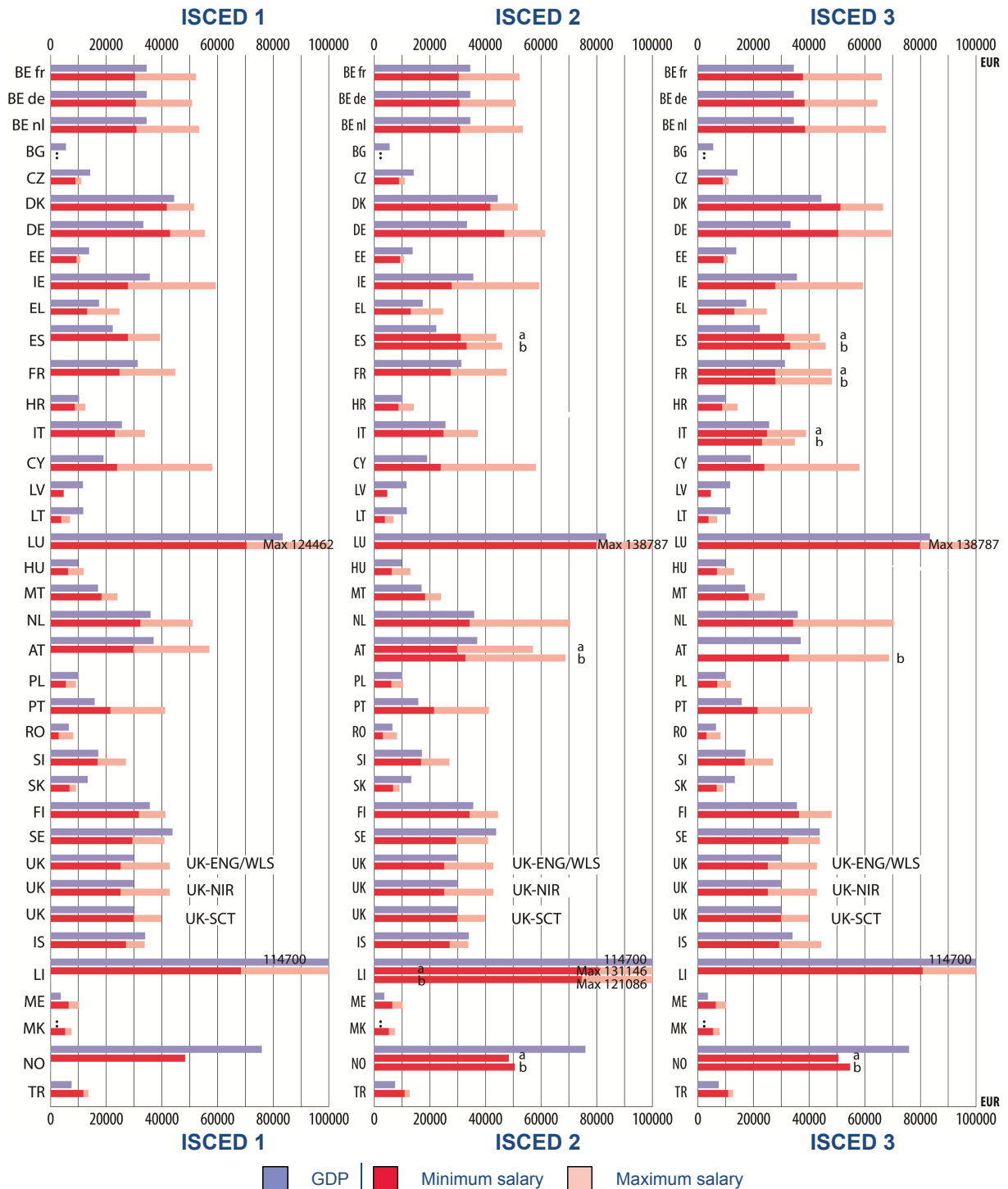
Liechtenstein: At ISCED 2, **(a)** Data on salaries of *Gymnasium* teachers; **(b)** Data on salaries of *Oberschule/Realschule* teachers. GDP per capita 2011.

Former Yugoslav Republic of Macedonia: GDP per capita 2011.

Norway: At ISCED 2, **(a)** Data on teachers with 4 years' initial training; **(b)** Data on teachers with 5 years' initial training. At ISCED 3, **(a)** Data on teachers with 5 years' initial training; **(b)** Data on teachers with 6 years' initial training. Maximum not applicable.

Turkey: GDP per capita 2011.

Figure 2: The minimum and maximum annual basic gross statutory salary in general education of full-time fully qualified TEACHERS in public schools compared to per capita GDP at current price (ISCED 1, 2, and 3), 2013/14



Source: Eurydice.

Data (Figure 2)

Minimum and maximum annual basic gross statutory for TEACHERS as % of GDP

| | | BE fr | BE de | BE nl | BG | CZ | DK | DE | EE | IE | EL | ES (a) | ES (b) | FR (a) | FR (b) | HR | IT (a) | IT (b) | CY | LV | LT | LU | HU |
|---------|-----|-------|-------|--------|--------|-------|-------|-------|-------|-------|-------|--------|--------|--------|--------|-------|--------|--------|-------|------|--------|--------|-------|
| ISCED 1 | Min | 87.9 | 88.7 | 89.3 | : | 62.6 | 94.0 | 128.8 | 67.1 | 78.1 | 75.3 | 124.5 | - | 79.0 | - | 85.2 | 90.0 | - | 125.7 | 39.7 | 32.3 | 84.5 | 63.2 |
| | Max | 151.5 | 147.4 | 154.8 | : | 77.4 | 116.1 | 166.6 | 77.3 | 166.7 | 142.3 | 176.4 | - | 143.2 | - | 122.0 | 132.4 | - | 305.8 | 41.2 | 59.4 | 149.2 | 120.0 |
| ISCED 2 | Min | 87.9 | 88.7 | 89.3 | : | 62.6 | 94.0 | 140.2 | 67.1 | 78.1 | 75.3 | 139.4 | 148.8 | 87.6 | - | 85.2 | 97.1 | - | 125.7 | 39.7 | 32.3 | 95.7 | 63.2 |
| | Max | 151.5 | 147.4 | 154.8 | : | 77.4 | 116.1 | 184.7 | 77.3 | 166.7 | 142.3 | 196.8 | 206.2 | 152.3 | - | 139.3 | 145.4 | - | 305.8 | 41.2 | 59.4 | 166.4 | 131.5 |
| ISCED 3 | Min | 109.4 | 111.1 | 111.6 | : | 62.6 | 115.4 | 151.5 | 67.1 | 78.1 | 75.3 | 139.4 | 148.8 | 88.8 | 89.0 | 85.2 | 97.1 | 90.0 | 125.7 | 39.7 | 32.3 | 95.7 | 69.2 |
| | Max | 191.7 | 186.9 | 196.0 | : | 77.4 | 149.9 | 209.1 | 77.3 | 166.7 | 142.3 | 196.8 | 206.2 | 153.6 | 153.8 | 139.3 | 152.0 | 136.2 | 305.8 | 41.2 | 59.4 | 166.4 | 131.5 |
| | | MT | NL | AT (a) | AT (b) | PL | PT | RO | SI | SK | FI | SE | UK (1) | UK-NIR | UK-SCT | IS | LI (a) | LI (b) | ME | MK | NO (a) | NO (b) | TR |
| ISCED 1 | Min | 88.9 | 89.8 | 80.5 | - | 54.0 | 135.8 | 44.2 | 98.3 | 50.6 | 89.0 | 67.0 | 84.3 | 84.3 | 100.4 | 79.6 | 59.7 | - | 178.7 | : | 63.7 | 0.0 | 156.5 |
| | Max | 115.2 | 142.0 | 154.1 | - | 90.0 | 260.5 | 125.1 | 158.1 | 68.5 | 115.8 | 93.4 | 143.5 | 143.5 | 133.6 | 99.4 | 96.8 | - | 283.7 | : | - | - | 180.8 |
| ISCED 2 | Min | 107.4 | 95.3 | 80.5 | 88.6 | 60.8 | 135.8 | 47.1 | 98.3 | 50.6 | 96.2 | 67.0 | 84.3 | 84.3 | 100.4 | 79.6 | 70.4 | 65.1 | 178.7 | : | 63.7 | 66.6 | 144.8 |
| | Max | 141.2 | 196.3 | 154.1 | 185.8 | 102.6 | 260.5 | 125.1 | 158.1 | 68.5 | 125.1 | 93.4 | 143.5 | 143.5 | 133.6 | 99.4 | 114.3 | 105.6 | 283.7 | : | - | - | 169.1 |
| ISCED 3 | Min | 107.4 | 95.3 | | 88.6 | 68.7 | 135.8 | 47.1 | 98.3 | 50.6 | 102.0 | 74.3 | 84.3 | 84.3 | 100.4 | 85.8 | 65.1 | - | 178.7 | : | 66.6 | 72.1 | 144.8 |
| | Max | 141.2 | 196.3 | | 185.8 | 117.5 | 260.5 | 125.1 | 158.1 | 68.5 | 135.0 | 100.1 | 143.5 | 143.5 | 133.6 | 130.5 | 105.6 | - | 283.7 | : | - | - | 169.1 |

Source: Eurydice.

UK (1) = UK-ENG/WLS

Minimum and maximum annual basic gross statutory for TEACHERS (in EUR)

| | | BE fr | BE de | BE nl | BG | CZ | DK | DE | EE | IE | EL | ES (a) | ES (b) | FR (a) | FR (b) | HR |
|---------|-----|--------|--------|--------|------------|--------|---------|--------|---------|---------|--------|--------|--------|--------|--------|--------|
| ISCED 1 | Min | 30 335 | 30 598 | 30 820 | : | 8 896 | 41 734 | 42 891 | 9 260 | 27 814 | 13 104 | 27 754 | | 24 724 | | 8 692 |
| | Max | 52 271 | 50 850 | 53 409 | : | 10 995 | 51 553 | 55 465 | 10 668 | 59 359 | 24 756 | 39 340 | | 44 811 | | 12 449 |
| ISCED 2 | Min | 30 335 | 30 598 | 30 820 | : | 8 896 | 41 734 | 46 697 | 9 260 | 27 814 | 13 104 | 31 079 | 33 174 | 27 425 | | 8 692 |
| | Max | 52 271 | 50 850 | 53 409 | : | 10 995 | 51 553 | 61 497 | 10 668 | 59 359 | 24 756 | 43 883 | 45 978 | 47 663 | | 14 212 |
| ISCED 3 | Min | 37 743 | 38 316 | 38 509 | : | 8 896 | 51 227 | 50 449 | 9 260 | 27 814 | 13 104 | 31 079 | 33 174 | 27 796 | 27 851 | 8 692 |
| | Max | 66 140 | 64 491 | 67 631 | : | 10 995 | 66 577 | 69 646 | 10 668 | 59 359 | 24 756 | 43 883 | 45 978 | 48 071 | 48 131 | 14 212 |
| | | IT (a) | IT (b) | CY | LV | LT | LU | HU | MT | NL | AT (a) | AT (b) | PL | PT | RO | SI |
| ISCED 1 | Min | 23 048 | | 23 885 | 4 610 | 3 774 | 70 450 | 6 253 | 18 254 | 32 225 | 29 802 | | 5 449 | 21 458 | 2 876 | 16 810 |
| | Max | 33 885 | | 58 107 | 4 781 | 6 954 | 124 462 | 11 881 | 23 997 | 50 993 | 57 032 | | 9 092 | 41 164 | 8 132 | 27 029 |
| ISCED 2 | Min | 24 846 | | 23 885 | 4 610 | 3 774 | 79 844 | 6 253 | 18 254 | 34 230 | 29 802 | 32 767 | 6 137 | 21 458 | 3 060 | 16 810 |
| | Max | 37 212 | | 58 107 | 4 781 | 6 954 | 138 787 | 13 018 | 23 997 | 70 458 | 57 032 | 68 730 | 10 367 | 41 164 | 8 132 | 27 029 |
| ISCED 3 | Min | 24 846 | 23 048 | 23 885 | 4 610 | 3 774 | 79 844 | 6 851 | 18 254 | 34 230 | | 32 767 | 6 939 | 21 458 | 3 060 | 16 810 |
| | Max | 38 902 | 34 867 | 58 107 | 4 781 | 6 954 | 138 787 | 13 018 | 23 997 | 70 458 | | 68 730 | 11 867 | 41 164 | 8 132 | 27 029 |
| | | SK | FI | SE | UK-ENG/WLS | UK-NIR | UK-SCT | IS | LI (a) | LI (b) | ME | MK | NO | TR | | |
| ISCED 1 | Min | 6 732 | 31 699 | 29 359 | 25 123 | 25 123 | 29 928 | 27 061 | 68 419 | | 6 433 | 5 215 | 48 360 | 11 737 | | |
| | Max | 9 114 | 41 227 | 40 917 | 42 775 | 42 775 | 39 800 | 33 810 | 111 034 | | 10 213 | 7 473 | | 13 562 | | |
| ISCED 2 | Min | 6 732 | 34 235 | 29 359 | 25 123 | 25 123 | 29 928 | 27 061 | 80 806 | 74 615 | 6 433 | 5 215 | 48 360 | 50 554 | 10 857 | |
| | Max | 9 114 | 44 526 | 40 917 | 42 775 | 42 775 | 39 800 | 33 810 | 131 146 | 121 086 | 10 213 | 7 473 | (-) | (-) | 12 682 | |
| ISCED 3 | Min | 6 732 | 36 303 | 32 548 | 25 123 | 25 123 | 29 928 | 29 174 | 80 806 | | 6 433 | 5 444 | 50 554 | 54 760 | 10 857 | |
| | Max | 9 114 | 48 064 | 43 840 | 42 775 | 42 775 | 39 800 | 44 371 | 131 146 | | 10 213 | 7 818 | (-) | (-) | 12 682 | |

Source: Eurydice.

School heads' statutory starting salary is higher than GDP per capita in a majority of countries

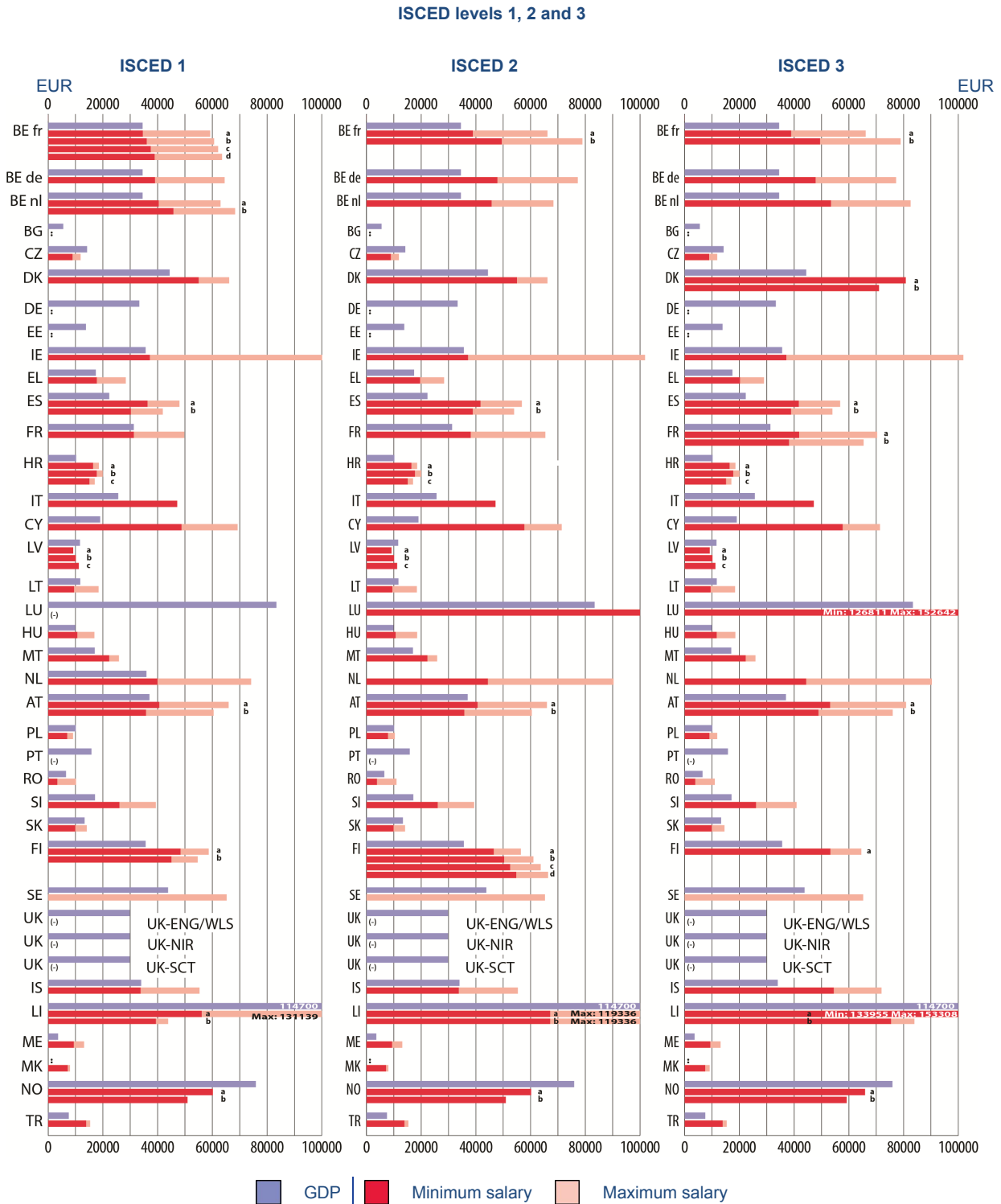
The minimum salary for school heads is always higher in comparison to the minimum salary of teachers given the fact that several years' teaching experience is generally required to become a head. Maximum statutory salaries are also higher for school heads due to the level of responsibility they have. Differences exist between countries but the difference between the country that pays school heads the most (at maximum salary level) with the country that pays the least (at minimum salary level) is similar to the one registered for teachers – the highest salary is more than 20 times the lowest.

A positive correlation exists between the number of students and the level of salaries for school heads in a third of countries, regardless of ISCED level, i.e. the greater the number of students, the higher the salary. This is the case in Belgium (all three communities, but only for primary education in the Flemish Community), Denmark, Spain, Croatia, Latvia, the Netherlands, Austria, Portugal, Finland, Liechtenstein, and the Former Yugoslav Republic of Macedonia.

The minimum basic statutory salary for school heads in primary and lower secondary education in three quarters of countries is higher than the GDP per capita. For upper secondary education, only seven countries (the Czech Republic, Latvia, Lithuania, Poland, Romania, Slovakia and Norway) register a minimum salary lower than GDP per capita. The maximum basic salary for school heads is higher than the GDP per capita in all countries apart from the Czech Republic (all education levels), Poland and Slovakia (only for ISCED 1). The highest rate can be observed in Cyprus (376 %), Portugal (307 %), in the United Kingdom (England and Wales 289 %, Scotland 274 %) and Ireland (286 %).

Figure 3 shows school heads' salaries for ISCED 1, 2 and 3 since, in almost all countries (apart from Portugal and across the United Kingdom) differences exist between the various levels of education. In Portugal, the salary of school heads is based on their career position and on the number of pupils in their school or school cluster, and is not affected by the level of education. A more complex arrangement exists in the United Kingdom (England, Wales and Northern Ireland) where the statutory salary scales for head teachers apply to maintained schools only. Head teachers' salaries are based on the 'leadership group spine'. Every school is assigned to one of eight 'groups' according to the number, age and SEN status of pupils. Within the group, a seven point 'individual school range' (ISR) is calculated with reference to the pay of other senior staff in the school. Heads move up the seven salary points subject to satisfactory performance assessment. Due to the tendency for primary schools to be much smaller than secondary schools, in practice, salaries set at the lowest points in the scale are likely only to be paid to heads in very small primary schools, and salaries at the highest points to heads of very large secondary schools.

Figure 3: The minimum and maximum annual gross statutory salaries for SCHOOL HEADS in general education in public schools in EUR compared to per capita GDP at current price (ISCED 1, 2, and 3), 2013/14

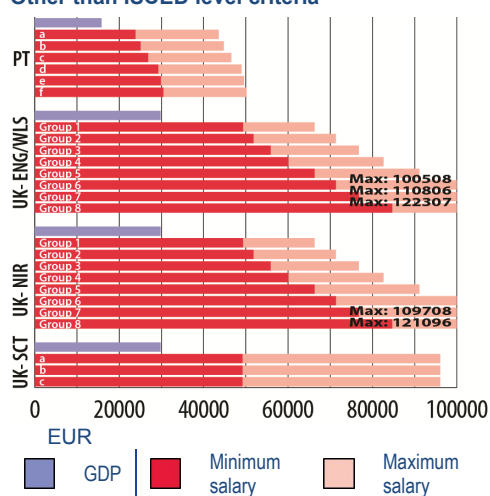


Source: Eurydice.

Explanatory note (Figure 3)

The **gross annual statutory salary** is the amount paid by the employer in a year. It includes the basic statutory salary (see Figure 1 for definition) together with general increases to salary scales, the 13th month and holiday-pay (where applicable) excluding the employers' social security and pension contributions.

Other than ISCED level criteria



This salary does not include other salary allowances or financial benefits (related, for example, to further qualifications, merit, overtime, additional responsibilities, geographical location, the obligation to teach classes in challenging circumstances, or accommodation, health or travel costs). The minimum salary indicated is the gross salary received by school heads at the start of their career. The maximum salary is the basic gross salary received by school heads on retirement or after a certain number of years' service. The maximum salary includes increases related solely to length of service and/or age.

The values indicated in the diagram show the minimum and maximum gross annual statutory salary EUR and GDP per capita (at current prices in EUR) in the country concerned. The reference calendar year for GDP per capita is 2013. Source exchange rates Eurostat: data extracted on May 2014 ([ert bil eur m](#)). The reference period for salaries is the 2013/14 school year or the calendar year 2014. For Germany (*Länder*) and Estonia data are not available and therefore these two countries are not included in the figure.

See detailed national fiche for additional info.

Data (Figure 3)

Minimum and maximum annual gross statutory salaries for SCHOOL HEADS (in EUR)

| ISCED level | BE fr | | | | BE de | | BE nl | | BG | CZ | DK | | DE | EE | IE | EL | ES | | |
|-------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|--------|--------|--------|--------|
| | a | b | c | d | a | b | a | b | | | a | b | | | | | | | |
| P | Min | 34 576 | 36 014 | 37 451 | 38 889 | 39 035 | 40 405 | 45 745 | : | 8 896 | 54 992 | | NA | NA | 37 124 | 17 772 | 36 285 | 30 214 | |
| | Max | 59 225 | 60 663 | 62 100 | 63 537 | 64 490 | 62 993 | 68 333 | : | 11 847 | 66 146 | | NA | NA | 100 135 | 28 356 | 47 968 | 41 897 | |
| LS | Min | 38 882 | 49 436 | | | 47 830 | 45 745 | | : | 8 896 | 54 992 | | NA | NA | 37 124 | 19 572 | 41 671 | 38 833 | |
| | Max | 66 140 | 78 921 | | | 77 239 | 68 333 | | : | 11 847 | 66 146 | | NA | NA | 101 828 | 28 356 | 56 796 | 53 958 | |
| US | Min | 38 882 | 49 436 | | | 47 830 | 53 434 | | : | 8 896 | 80 782 | 70 997 | NA | NA | 37 124 | 20 172 | 41 671 | 38 833 | |
| | Max | 66 140 | 78 921 | | | 77 239 | 82 556 | | : | 11 847 | NA | NA | NA | NA | 101 828 | 28 956 | 56 796 | 53 958 | |
| ISCED level | FR | | HR | | | IT | CY | LV | | | LT | LU | HU | MT | NL | AT | | PL | |
| | a | b | a | b | c | | | a | b | c | | | | | | a | b | | |
| P | Min | 31 285 | | 16 385 | 17 712 | 15 062 | 47 167 | 48 724 | 9 135 | 10 125 | 11 201 | 9 434 | (-) | 10 630 | 22 268 | 39 945 | 40 594 | 35 736 | 6 933 |
| | Max | 49 741 | | 18 512 | 20 011 | 17 017 | 47 167 | 69 220 | NA | NA | NA | 18 402 | (-) | 16 883 | 25 846 | 74 169 | 65 950 | 60 441 | 9 092 |
| LS | Min | 38 081 | | 16 385 | 17 712 | 15 062 | 47 167 | 57 694 | 9 135 | 10 125 | 11 201 | 9 434 | 126 811 | 10 630 | 22 268 | 44 367 | 40 594 | 35 736 | 7 863 |
| | Max | 65 380 | | 18 512 | 20 011 | 17 017 | 47 167 | 71 359 | NA | NA | NA | 18 402 | 152 642 | 18 499 | 25 846 | 90 315 | 65 950 | 60 441 | 10 367 |
| US | Min | 41 797 | 38 081 | 16 385 | 17 712 | 15 062 | 47 167 | 57 694 | 9 135 | 10 125 | 11 201 | 9 434 | 126 811 | 11 647 | 22 268 | 44 367 | 53 136 | 48 850 | 8 985 |
| | Max | 70 312 | 65 380 | 18 512 | 20 011 | 17 017 | 47 167 | 71 359 | NA | NA | NA | 18 402 | 152 642 | 18 499 | 25 846 | 90 315 | 80 891 | 76 024 | 11 867 |
| ISCED level | PT | RO | SI | SK | FI | | | | SE | UK | IS | LI | | ME | MK | NO | | TR | |
| | | | | | a | b | c | d | | | | a | b | | | a | b | | |
| P | Min | (-) | 3 306 | 26 020 | 9 882 | 48 372 | 45 041 | | | (-) | 33 746 | 56 104 | 39 359 | 9 333 | 7 119 | 60 202 | 50 942 | 13 850 | |
| | Max | | 10 166 | 39 366 | 14 100 | 58 663 | 54 623 | | | 65 228 | | 55 322 | 131 139 | 43 834 | 13 097 | 7 974 | (-) | (-) | 15 323 |
| LS | Min | (-) | 3 825 | 26 020 | 9 882 | 46 526 | 50 320 | 52 509 | 54 742 | | (-) | 33 746 | 67 114 | 67 114 | 9 333 | 7 119 | 60 202 | 50 942 | 13 850 |
| | Max | | 10 979 | 39 366 | 14 100 | 56 425 | 61 026 | 63 680 | 66 388 | 65 228 | | 55 322 | 119 336 | 119 336 | 13 097 | 7 974 | (-) | (-) | 15 323 |
| US | Min | | 3 825 | 26 020 | 9 882 | 53 224 | | | | | (-) | 54 461 | 133 955 | 75 380 | 9 333 | 7 455 | 65 898 | 59 208 | 13 850 |
| | Max | | 10 979 | 40 877 | 14 514 | 64 548 | | | | 65 228 | | 71 932 | 153 308 | 83 956 | 13 097 | 9 089 | (-) | (-) | 15 323 |

Other than ISCED level criteria

| Portugal | School with less than 301 students | Schools between 301 and 600 students | Schools between 601 and 900 students | Schools between 901 and 1 200 students | Schools between 1 201 and 1 500 students | Schools with more than 1 500 students |
|----------|------------------------------------|--------------------------------------|--------------------------------------|--|--|---------------------------------------|
| Min | 23 858 | 25 058 | 26 858 | 29 258 | 29 858 | 30 458 |
| Max | 43 564 | 44 764 | 46 564 | 48 964 | 49 564 | 50 164 |

| United Kingdom – England, Wales and Northern Ireland | | | | | | | | United Kingdom - Scotland | | |
|--|--------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------------|--------|--------|
| Group 1 (L6 - L18) | Group 2 (L8 - L21) | Group 3 (L11 - L24) | Group 4 (L14 - L27) | Group 5 (L18 - L31) | Group 6 (L21 - L35) | Group 7 (L24 - L39) | Group 8 (L28 - L43) | a | b | c |
| 49 319 | 51 817 | 55 889 | 60 067 | 66 276 | 71 324 | 76 765 | 84 666 | 49 213 | 49 213 | 49 213 |
| 66 276 | 71 324 | 76 765 | 82 616 | 91 120 | 100 508 | 110 806 | 122 307 | 96 058 | 96 058 | 96 058 |

Country specific notes (Figure 3)

Belgium: National per capita GDP is taken into account (instead of per capita GDP in each Community).

Belgium (BE fr): ISCED 1 (a) < 72 pupils; (b) 72-140 pupils; (c) 141-209 pupils; (d) > 209 pupils. ISCED 2 and 3 (a) D1 only; (b) D1+D2+D3 or D2+D3.

Belgium (BE nl): ISCED 1 (a) < 180 pupils/100 pupils in Brussels Capital Region; (b) >= 350 pupils.

Czech Republic: School heads receive an additional allowance for leadership (5-60 % of a teachers' salary according to the level of leadership), which is not included in the table.

Denmark: For ISCED 3 a) > 700 full-time students; (b) ≤ 700 full-time students.

Spain: (a) Largest school (Type A); (b) smallest school (Type F) for primary education and (Type D) for secondary education.

France: Data for school heads in secondary schools take into account the basic salary, compensation for living in Paris (*indemnité de résidence*), and two specific allowances for responsibilities, called '*indemnité de responsabilité des personnels de direction*' and '*indemnités pour sujétions spéciales des personnels de direction*'. ISCED 3 (a) *Lycées*; (b) *Lycées professionnels*.

Croatia: ISCED 1, 2, 3 (a) medium sized school; (b) large school; (c) small school.

Latvia: ISCED 1, 2, 3 (a) between 251 and 400 pupils; (b) between 601 and 800 pupils; (c) between 1 001 and 1 200 pupils.

Hungary: School heads' basic gross annual statutory salaries shown in this figure correspond to the statutory salaries of teachers plus the allowance for school leadership (40-80 % of HUF 160 167 or 175 494/month).

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

Netherlands: For some school heads, salaries may be higher (depends on the decision of the school board).

Austria: ISCED 1, 2, 3 (a) large school; (b) small school. See national fiche for additional details.

Romania: GDP per capita 2012.

Finland: ISCED 1 (a) big school; (b) small school; ISCED 2 a) (<=6 groups of 32 pupils); (b) (7-14 groups of 32 pupils);

c) (15-19 groups of 32 pupils); d) (> 20 groups of 32 pupils).

Sweden: The data for maximum salaries corresponds to the 90th percentile of school heads' actual salaries for the school year 2012/13. There are no reliable data available on minimum salaries (10th percentile of actual salaries) as of April 2014 for school year 2012/13.

United Kingdom (ENG/WLS/NIR): The eight rows indicate the minimum and maximum salaries in eight school 'groups' according to which school heads' are paid. The groups are dependent upon school size, pupil ages and the numbers of pupils with SEN.

United Kingdom (SCT): Other criteria than level of education.

Liechtenstein: ISCED 1, 2, 3 (a) large schools; (b) small schools.

Former Yugoslav Republic of Macedonia: GDP per capita 2011.

Norway: ISCED 1, 2, 3 (a) large schools; (b) small schools. Maximum not applicable.

Turkey: GDP per capita 2011.

The increase in teachers' salaries, excluding other allowances, is positively correlated to career length in almost all countries

The relationship between maximum and minimum annual gross statutory salaries is a pointer to the long-term prospects of teachers in terms of the salary increases they can reasonably expect during their careers if only their length of service is taken into account. Figure 4 analyses the differences between minimum and maximum statutory salaries and the number of years' service needed to obtain the maximum level, and thus does not compare the absolute values of teachers' salaries.

The difference between the minimum and maximum annual gross statutory salaries varies considerably between countries. In a third of countries/regions, teachers may receive an increase of between 15 and 40 %; while in another third, the increase may be between 60 and 90 %. The maximum statutory salaries are more than double the starting salaries in Ireland, Cyprus, Hungary (secondary level), the Netherlands, Austria (AHS secondary level) and Romania. In contrast, the lowest percentage increase is found in Latvia, where this ratio is around 4 %. Five different groups of countries can be identified (Figure 4):

Group 1 – in the bottom left of the figure, this group is characterised by a short to medium length of service (from 6 to 20 years) and a relative low salary increase (from 4 % to 33 %), and includes Denmark, Estonia, Latvia, Malta, Finland and the United Kingdom (Scotland). In these countries teachers with less than 20 years' experience can reach the maximum statutory salary, which is approximately 30 % higher than the minimum.

Group 2 – features a short to medium length of service but a relatively high salary increase (from 58 % to 106 %). It encompasses the United Kingdom (England, Wales and Northern Ireland), Lithuania and the Netherlands. In the United Kingdom (England, Wales and Northern Ireland) with 10 years' experience the salary increase may reach 70 %, while in Lithuania, after 15 years it may rise to around 85 %. In the Netherlands from 2014, teachers may obtain the maximum statutory salary after 15 years at primary level and 12 years in (upper) secondary with increases of 58 % and 106 % respectively.

Group 3 – teachers in these countries (Belgium (all communities), Luxembourg, Poland and Slovenia) need between 20 and 27 years' experience to reach the maximum salary. The increase varies from 60 % in Slovenia to 70 % in Luxembourg.

Group 4 – a medium to long length of service is needed in the Czech Republic, Spain, France, Croatia, Italy, Slovakia and Turkey to reach the maximum statutory salary (from 27 years in Turkey to 39 in Spain). For these countries the relative salary increase is less pronounced, apart from France where the increase is higher than 70 % and the average length of service needed to reach the maximum statutory salary is 29 years. Indeed, for the other countries it varies from 16 % in Turkey to more than 50 % in Italy.

Group 5 – encompasses Greece, Hungary, Austria, Portugal and Romania. A relatively long length of service (from 33 years in Greece to 42 in Hungary) is needed in these countries before reaching the maximum salary. However, in this group, the salary increase is very large, almost doubling (roughly 90 %) in Greece and Hungary (for primary education), and over 115 % in Romania.

Cyprus and Ireland are particular cases since they award salary increases of 114 % and 120 % respectively, after 22 years' experience.

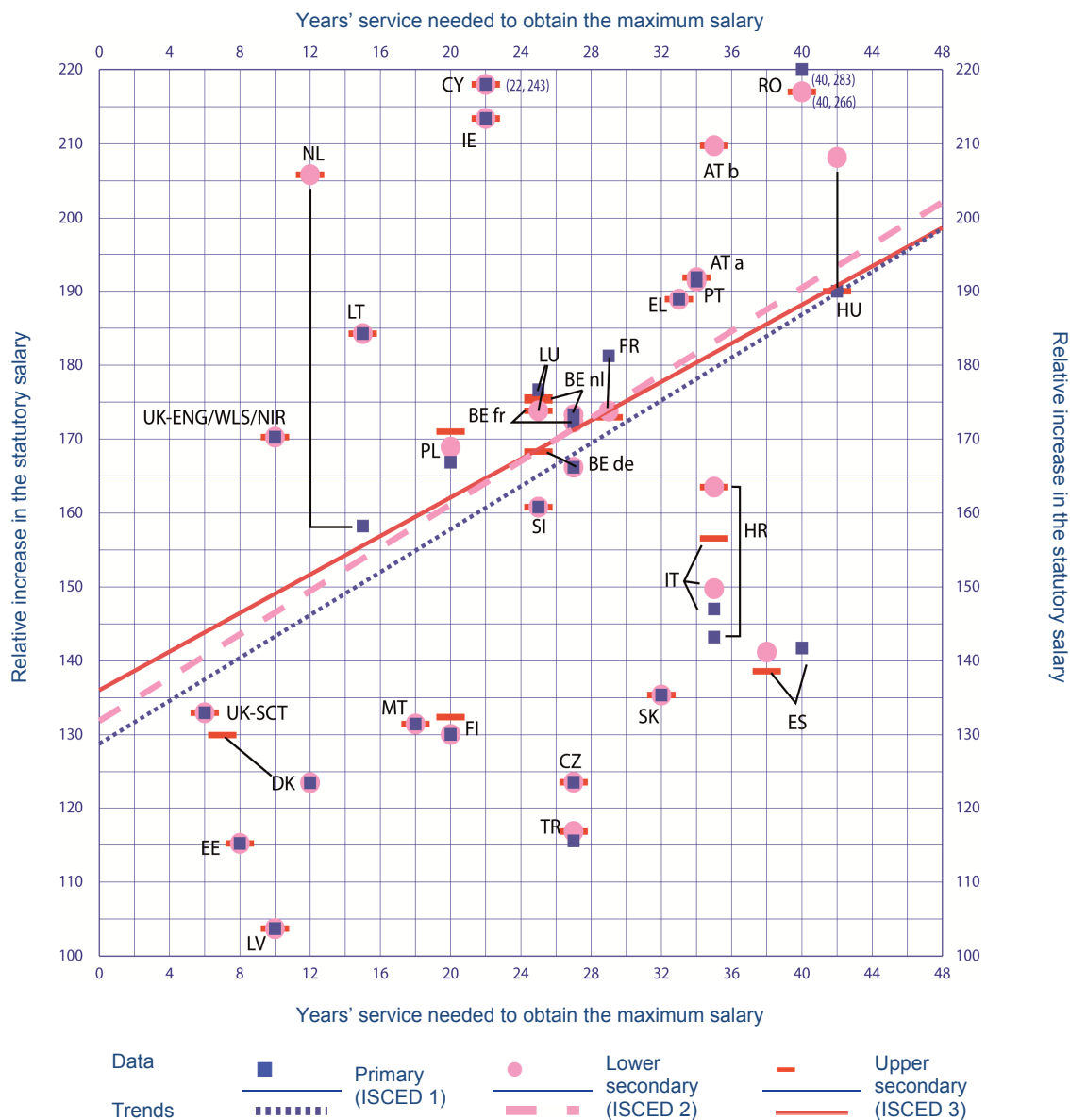
At all three education levels (ISCED 1, 2, and 3), the increase from the minimum to the maximum statutory salary is normally positively correlated to the length of service. The three countries with the greatest differences between the maximum and minimum salaries (more than 90 %) and the highest number of years needed to obtain it (34 years or more) are Hungary (secondary level), Austria and Romania.

Some countries do not have salary increases correlated to the number of years in the profession. This is the case, for example, in Sweden, where salaries are set after negotiations and are not specifically linked to the number of years in the profession. In Iceland, a combination of education, work experience and actual age determines the level of salaries. In Liechtenstein also, age is not the major factor in reaching the maximum basic statutory salary. Whilst a small proportion of the salary increase is based on age and years of service, the larger element is performance-based and index-related. In Montenegro, the average number of years needed to achieve the maximum salary is not prescribed by statute, but the length of service does contribute alongside other factors such as the level of teachers' education.

In the majority of countries, the relative increase in the statutory salary and the length of service needed to reach the maximum are the same for primary and secondary level. However, in some countries, while the number of years' service needed to obtain the maximum salary is the same, the relative increase in statutory salaries varies according to the education level.

The data shown in Figure 4 may partly explain why teaching may be more attractive at some stages of a career than others. Clearly, teachers whose salaries rise significantly throughout their entire career may be less inclined to leave the profession than those whose salaries do not progress much after the early years of teaching.

Figure 4: Relationship between the relative increase in statutory salaries in primary, lower secondary and upper secondary general education and the length of service needed to obtain the maximum salary (ISCED 1, 2 and 3), 2013/14



Source: Eurydice.

Explanatory note

The figure shows the relative increase in the statutory salary (calculated as the difference between the maximum and minimum values) and the number of years' service needed to obtain the maximum salary. The trend lines are obtained as a non-weighted linear regression between the two data sets. Only countries with both minimum and maximum statutory salaries and available data on the number of years' service needed to obtain the maximum salary are shown on the figure. Therefore, Germany, Sweden, Iceland, Liechtenstein, Montenegro, Former Yugoslav Republic of Macedonia and Norway are not shown.

Country specific notes

- Ireland:** Data shown are for teachers appointed on or after 1 February 2011.
- Spain:** The total amounts correspond to average salaries in public education, calculated as a weighted average of the salaries in the different Autonomous Communities. Only data on non *Catedráticos* teachers is shown.
- France:** At ISCED 1, the minimum and maximum salaries refer to the statutory wage of a *Professeur des écoles* and include an *indemnité de résidence*. At ISCED 2 or ISCED 3, minimum and maximum salaries refer to the statutory wage of a *Professeur certifié* and include a bonus for tutoring and bonus for extra teaching time.
- Italy:** Data is for teachers with a *Laurea magistrale* (Master's degree)
- Austria:** At ISCED 1, value is equal to Portugal (see rectangle instead of square for those two countries).
- Finland:** Maximum salaries may vary considerably depending on teachers' years of service and individual increments. The information shown provides an estimate of the annual basic gross maximum salary.

Five years after the start of the economic crisis in Europe, the effects on teachers' salaries are still visible in many countries

Changes in statutory salaries are largely due to three factors: salary reforms in the education sector, adjustments to teachers' salaries to keep pace with the cost of living, and general salary changes across the whole public sector. However, the absolute change in salaries is not always translated into a real change due to simultaneous changes to the cost of living. Indeed, a real term change in teachers' statutory salaries is the main factors in determining whether they maintain their purchasing power.

By comparing salaries in 2009 with those of 2014 in real terms and in national currency, it is evident that teachers' minimum statutory salaries have been directly affected by the economic downturn in the majority of countries (see Figure 5). About half of European countries applied salary cuts or salary freezes for public employees during the period 2009-2014 for one or more years and as a consequence teachers registered a decrease in their purchasing power.

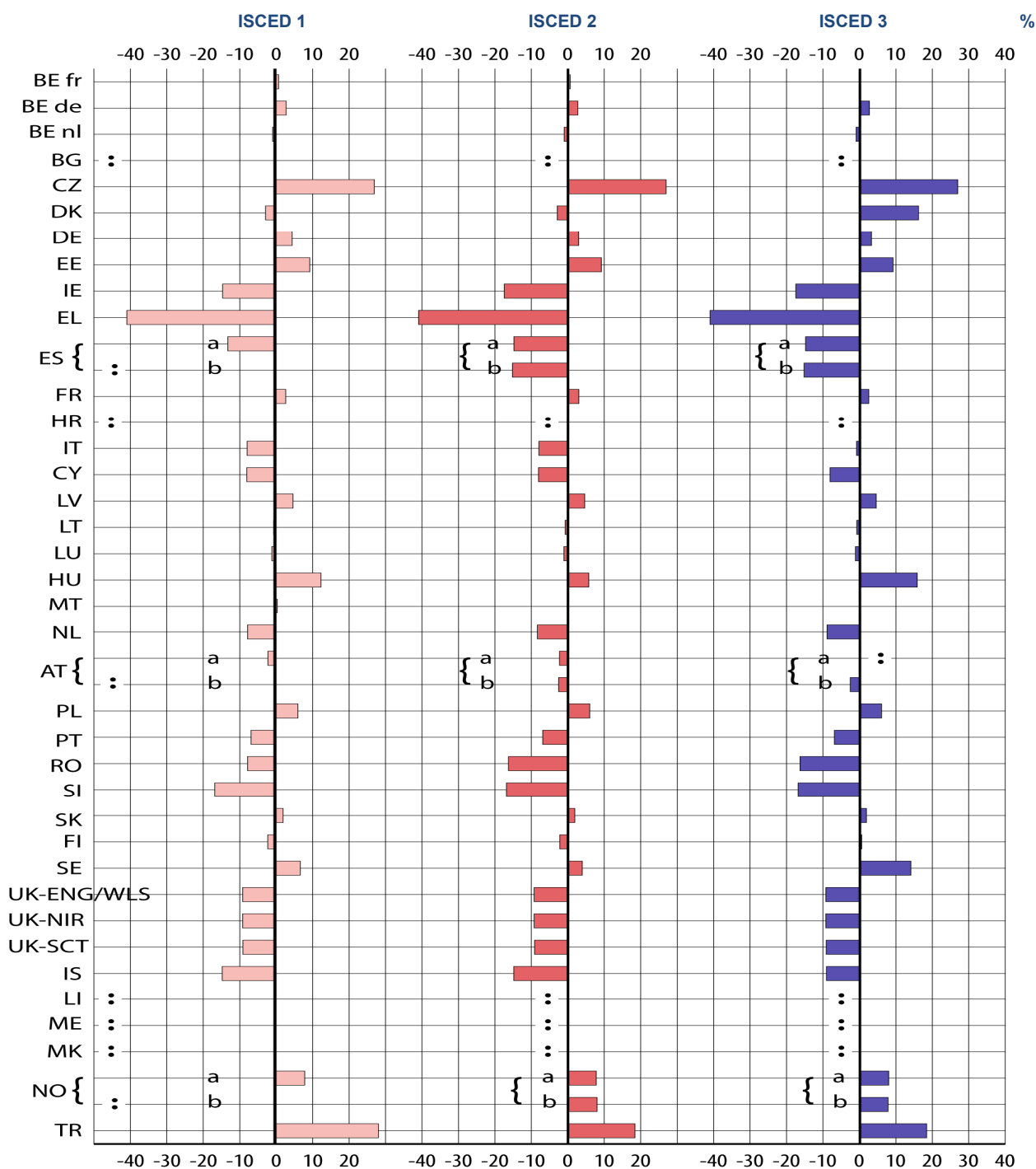
In few countries (Belgium – Flemish Community, Denmark (ISCED 1 and 2), Lithuania, Luxembourg, Austria, Finland (ISCED 1 and 2) and Italy (ISCED 3) the decrease is below 3 %. Cyprus, Italy (ISCED 1 and 2), the Netherlands, Portugal, Romania (ISCED 1) and the United Kingdom registered a decrease between 5 and 10 %. In Ireland, Spain, Romania (ISCED 2 and 3), Slovenia and Iceland, there is a greater decrease of between 13 and 17 %. Not surprisingly, the most significant falls are registered in the countries most affected by the economic crisis in recent years. This is the case particularly of Greece, the country with the greatest reduction (roughly 40 %).

These findings are mainly linked to the fact that in half of the European countries studied, governments applied the same policies in relation to teachers' salaries over the 2011/12 and 2012/13 academic years, with salary freezes and/or salary cuts being the tools most used by policy makers ⁽⁶⁾.

A third of the regions/countries studied registered an increase between 2009 and 2014. For nine regions/countries, namely Belgium (all three Communities), Germany (*Länder*), France, Latvia, Malta, Slovakia and Sweden (ISCED 2) the increase was below 5 %. Another four countries (Estonia, Sweden (ISCED 1), Poland and Norway) recorded an increase of between 5 and 10 %. The most significant positive changes are registered in Turkey (28,02 % for ISCED 1, 18,42 % for ISCED 2 and 3) and in the Czech Republic (22 % for ISCED 1, 2, and 3) as a result of the reform undertaken by the education authorities to merge the existing salary scales for teachers preserving the one with higher salary.

⁽⁶⁾ See EACEA/Eurydice, 2013, Teachers' and School Heads' Salaries and Allowances in Europe. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/facts_and_figures/salaries.pdf [Accessed 01 July 2014].

Figure 5: Changes (in percentage) in the minimum gross annual statutory salary in real terms for teachers in primary, lower secondary and upper secondary general education (ISCED 1, 2 and 3), between 2009 and 2014



Source: Eurydice.

Explanatory note

Data used for the calculation of teachers' minimum statutory salaries are from *Teachers' and School Heads' Salaries and allowances 2009/2010* (available at: <http://bookshop.europa.eu/en/teachers-and-school-heads-salaries-and-allowances-in-europe-2009-10-pbEC3213029/>) and the current data collection 2013/14. The graph compares the annual basic statutory salaries in National Currency in 2009 (at 2013 prices, calculated via the Harmonised Index of Consumer Prices – HICP, base year 2005) with the annual basic statutory salaries in national currency in 2013/14. Source HICP: Eurostat; data extracted in June 2014: [prc_hicp_a.ind](#). For Estonia and Latvia we used national currencies for calculating the percentage changes, although the data are presented in EUR in the table.

| National currencies | BE fr | BE de | BE nl | BG | CZ | DK | DE | EE | IE | EL | ES a | ES b | FR | HR | IT |
|------------------------------|---------|------------|--------|--------|-----------|---------|--------|---------|---------|---------|--------|--------|--------|-------|--------|
| ISCED 1 - 2009 | 30 137 | 29 787 | 31 125 | : | 192 350 | 320 885 | 41 101 | 8 478 | 32 599 | 22 193 | 31 997 | | 24 098 | | 25 050 |
| ISCED 1 - 2014 | 30 335 | 30 598 | 30 820 | : | 244 200 | 311 567 | 42 891 | 9 260 | 27 814 | 13 104 | 27 754 | | 24 724 | 8 692 | 23 048 |
| Difference 2009 and 2014 (%) | 0.66 | 2.72 | -0.98 | : | 26.96 | -2.90 | 4.35 | 9.22 | -14.68 | -40.96 | -13.26 | : | 2.60 | : | -7.99 |
| ISCED 2 - 2009 | 30 137 | 29 787 | 31 125 | : | 192 350 | 320 885 | 45 333 | 8 478 | 33 689 | 22 193 | 36 466 | 39 113 | 26 621 | | 26 982 |
| ISCED 2 - 2014 | 30 335 | 30 598 | 30 820 | : | 244 200 | 311 567 | 46 697 | 9 260 | 27 814 | 13 104 | 31 079 | 33 174 | 27 425 | 8 692 | 24 846 |
| Difference 2009 and 2014 (%) | 0.66 | 2.72 | -0.98 | : | 26.96 | -2.90 | 3.01 | 9.22 | -17.44 | -40.96 | -14.77 | -15.18 | 3.02 | : | -7.92 |
| ISCED 3 - 2009 | 37 654 | 37 297 | 38 855 | : | 192 350 | 329 111 | 48 843 | 8 478 | 33 689 | 12 783 | 36 466 | 39 113 | 27 104 | | 25 050 |
| ISCED 3 - 2014 | 37 743 | 38 316 | 38 509 | : | 244 200 | 382 440 | 50 449 | 9 260 | 27 814 | 13 104 | 31 079 | 33 174 | 27 796 | 8 692 | 24 846 |
| Difference 2009 and 2014 (%) | 0.24 | 2.72 | -0.89 | : | 26.96 | 16.20 | 3.29 | 9.22 | -17.44 | -40.96 | -14.77 | -15.18 | 2.55 | | -0.81 |
| National currencies | CY | LV | LT | LU | HU | MT | NL | AT a | AT b | PL | PT | RO | SI | SK | FI |
| ISCED 1 - 2009 | 25 976 | 4 387 | 13 124 | 71 300 | 1 712 236 | 18 198 | 34 969 | 30 494 | | 21 523 | 23 043 | 13 926 | 20 211 | 6 606 | 32 452 |
| ISCED 1 - 2014 | 23 885 | 4 610 | 13 030 | 70 450 | 1 922 004 | 18 254 | 32 225 | 29 802 | | 22 805 | 21 458 | 12 833 | 16 810 | 6 732 | 31 699 |
| Difference 2009 and 2014 (%) | -8.05 | 4.62 | -0.72 | -1.19 | 12.25 | 0.31 | -7.85 | -2.27 | : | 5.95 | -6.88 | -7.85 | -16.83 | 1.91 | -2.32 |
| ISCED 2 - 2009 | 25 976 | 4 387 | 13 124 | 80 714 | 1 817 495 | 18 198 | 37 336 | 30 494 | 33 612 | 24 233 | 23 043 | 16 311 | 20 211 | 6 606 | 34 993 |
| ISCED 2 - 2014 | 23 885 | 4 610 | 13 030 | 79 844 | 1 922 004 | 18 254 | 34 230 | 29 802 | 32 767 | 25 687 | 21 458 | 13 655 | 16 810 | 6 732 | 34 235 |
| Difference 2009 and 2014 (%) | -8.05 | 4.62 | -0.72 | -1.08 | 5.75 | 0.31 | -8.32 | -2.27 | -2.51 | 6.00 | -6.88 | -16.28 | -16.83 | 1.91 | -2.17 |
| ISCED 3 - 2009 | 25 976 | 4 387 | 13 124 | 80 714 | 1 817 496 | 18 198 | 37 565 | | 33 612 | 27 383 | 23 043 | 16 311 | 20 211 | 6 606 | 36 083 |
| ISCED 3 - 2014 | 23 885 | 4 610 | 13 030 | 79 844 | 2 105 928 | 18 254 | 34 230 | | 32 767 | 29 043 | 21 458 | 13 655 | 16 810 | 6 732 | 36 303 |
| Difference 2009 and 2014 (%) | -8.05 | 4.62 | -0.72 | -1.08 | 15.87 | 0.31 | -8.88 | | -2.51 | 6.06 | -6.88 | -16.28 | -16.83 | 1.91 | 0.61 |
| National currencies | SE | UK-ENG/WLS | UK-NIR | UK-SCT | IS | LI | ME | MK | NO a | NO b | TR | | | | |
| ISCED 1 - 2009 | 248 833 | 24 016 | 24 016 | 28 581 | 4 929 205 | | : | : | 370 093 | | 26 948 | | | | |
| ISCED 1 - 2014 | 265 200 | 21 804 | 21 804 | 25 974 | 4 199 356 | 84 333 | 6 433 | 320 299 | 399 000 | | 34 499 | | | | |
| Difference 2009 and 2014 (%) | 6.58 | -9.21 | -9.21 | -9.12 | -14.81 | : | : | : | 7.81 | : | 28.02 | | | | |
| ISCED 2 - 2009 | 255 117 | 24 016 | 24 016 | 28 581 | 4 929 205 | | : | : | 370 093 | 386 106 | 26 948 | | | | |
| ISCED 2 - 2014 | 265 200 | 21 804 | 21 804 | 25 974 | 5 246 622 | 99 601 | 6 433 | 320 299 | 399 000 | 417 100 | 31 912 | | | | |
| Difference 2009 and 2014 (%) | 3.95 | -9.21 | -9.21 | -9.12 | -14.81 | : | : | : | 7.81 | 8.03 | 18.42 | | | | |
| ISCED 3 - 2009 | 257 630 | 24 016 | 24 016 | 28 581 | 4 975 906 | | : | : | 386 106 | 418 874 | 26 948 | | | | |
| ISCED 3 - 2014 | 294 000 | 21 804 | 21 804 | 25 974 | 4 527 264 | 91 971 | 6 433 | 334 270 | 417 100 | 451 800 | 31 912 | | | | |
| Difference 2009 and 2014 (%) | 14.12 | -9.21 | -9.21 | -9.12 | -9.02 | : | : | : | 8.03 | 7.86 | 18.42 | | | | |

Source: Eurydice.

Country specific notes (Figure 5)

Czech Republic: Significant increases in the minimum salaries are due to the reform undertaken by the education authorities to merge the existing salary scales for teachers preserving the one with higher salary.

Greece: Statutory salaries for 2009 have been revised in Teachers' and School heads' Salaries and Allowances publication of 2011/12.

Spain: (a) Data on salaries of non *Catedráticos* teachers; (b) Data on salaries at ISCED 2-3 of *Catedráticos* teachers.

France: At ISCED 3, the minimum salary refers to the statutory wage of a *Professeur certifié* and includes a bonus for tutoring and a bonus for extra teaching time.

Italy: At ISCED 3, (a) Data for teachers with a *Laurea magistrale* (Master's degree); (b) Data for teachers that have completed non-university studies.

Austria: At ISCED 2, (a) Data on salaries of *Volksschule and Hauptschule* teachers; (b) Data on salaries of *Allgemeinbildende Höhere Schule* teachers.

Finland: Salaries refer to 1 February 2010. Accordingly the deflator used refers to HICP in 2010 instead of 2009.

Sweden: Data are from the 2012/13 school year.

Liechtenstein: Data on HICP not available.

Norway: At ISCED 2, (a) Data on teachers with 4 years' initial training; (b) Data on teachers with 5 years' initial training. At ISCED 3, (a) Data on teachers with 5 years' initial training; (b) Data on teachers with 6 years' initial training.

The majority of countries registered an increase in teachers' salaries in 2013/14

In 2013/14 the majority of countries registered an increase in teachers' salaries compared with 2012/13, with salary reforms and adjustments to the cost of living cited as the main reasons. However in many countries teachers' salaries in real terms are still below 2009 levels (see previous section).

In 2013/14, thirteen countries had no significant change (less than 1 %). Of those thirteen, only few apply a salary freeze (Czech Republic, Ireland, Italy, Lithuania, the Netherlands and Liechtenstein). Spain registered a small decrease (less than 1 %) as a result of a new method of calculation used for teachers' salaries. In Slovenia, new measures introduced on 1 June 2013 and lasting until 31 December 2014 are intended to reduce the basic salaries of all public employees, reduce some salary allowances permanently, freeze promotions to higher salary grades and titles, and freeze some regular salary allowances. Furthermore, in 2013, teachers and school heads above a certain salary grade (41) received no holiday payment.

Three countries registered a salary decrease of more than 1 % (Greece, Cyprus and Portugal until May 2014). In Greece, teachers' statutory salaries decreased due to a general salary adjustment for all public employees agreed for the period 2012-2015. In Cyprus a 10 % reduction was imposed in 2013 (this is the reason why there is a 8.05 % reduction in the minimum annual statutory basic salaries compared to 2009). In Portugal, due to the economic crisis, teachers also suffered a salaries reduction, alike all public employees. However, in June 2014, these reductions were suspended due to a Decision of the Constitutional Court (Decision number 413/2014).

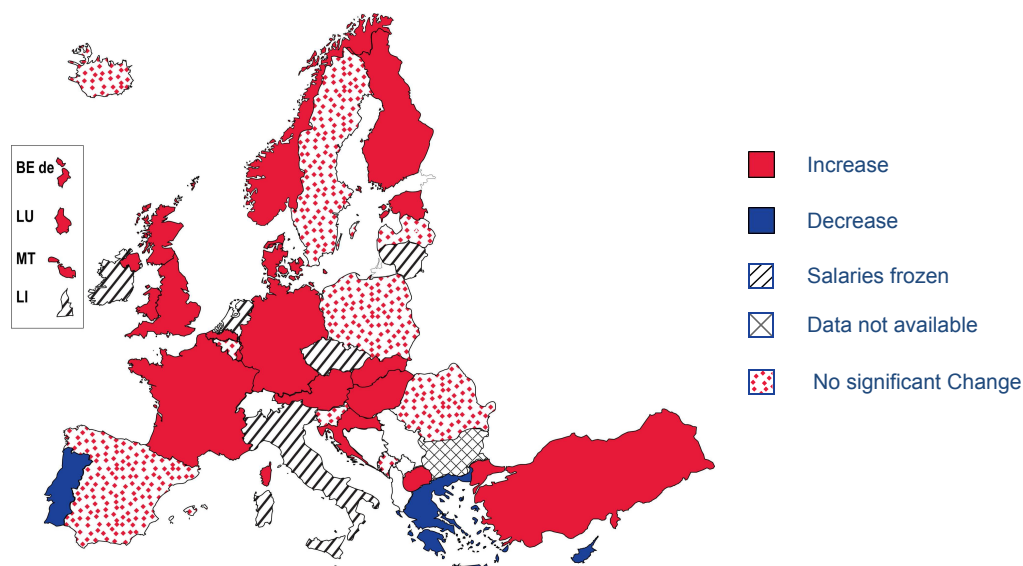
A quarter of countries granted an increase in salaries to all public employees in 2013/14, including teachers. Luxembourg implemented an automatic indexation of salaries. In Malta, the collective agreement for all public service employees that came into force in October 2012 granted a 2.5 % annual salary increase for the years between 2011 and 2016. In Finland, statutory salaries are based on a collective agreement that is valid for two years at a time. The last raise came into force in July 2014.

Salary increases in another quarter of countries are the result of specific reforms to teachers' salaries or other specific reasons. In Belgium – German-speaking Community, the starting salary of newly appointed teachers increased on 1 September 2013 (a total increase of 10 %, with 3 % in September 2009, 6 % in September 2013 and 1 % in September 2014). At the same time, however, the Parliament adopted a 'Crisis Decree' in July 2012, which included, amongst other education measures, a temporary reduction in salaries of 2 % (1 % in January 2013 and 1 % in January 2014). In Poland, although teachers' statutory salaries did not change in the 2013/14 school year, a small indirect increase in maximum salaries is registered due to the increase in the 13th month payment.

The increase in the 13th month payment is a consequence of the increase in teachers' salaries on 1 September 2012 by 3.8 % (the 13th month payment is paid out for the previous year).

Five countries, namely, France, Croatia, Hungary, Austria, and the United Kingdom that had applied salary freezes in 2012/13 experienced an increase in 2013/14. In France although the salary freeze (in the sense of an index point freeze) has remained in force since 2010, an increase in teachers' salaries resulted from adjustments made to the bottom of the pay scale at the start of the teaching career (three slight adjustments since 2011). In Croatia, a government decision introduced in April 2014 increased the complexity coefficients for the calculation of teachers' salaries. In the United Kingdom, a 1 % pay uplift for all teachers in post on or after 1 September 2013, and a 1 % uplift in all allowances was also awarded. This 1 % uplift reflects the Government's average uplift, which applies across the public sector.

Figure 6: Changes in teachers' statutory salaries in absolute terms in the public sector in 2013/14 compared with the previous year (ISCED 0, 1, 2 and 3)



Source: Eurydice.

Explanatory note

The figure presents the absolute changes (increases and decreases) in the gross annual statutory salary for teachers in 2013/14 compared with the previous year without taking inflation into consideration. Only changes of 1 % or higher on a year to year basis are considered for increase or decrease.

The basic gross annual statutory salary is defined as the amount paid by the employer in a year. It includes the basic statutory salary together with any general increases to salary scales, the 13th month and holiday-pay (where applicable) excluding employers' social security and pension contributions. This salary does not include other salary allowances or financial benefits (related, for example, to further qualifications, merit, overtime, additional responsibilities, geographical location, teaching classes in challenging circumstances, or accommodation, health or travel costs).

For Portugal the decrease relates to the period from January until May 2014, since in June 2014, salary reductions were suspended due to a Decision of the Constitutional Court (Decision number 413/2014).

For information regarding decision-making levels, see Figure 1.

Country specific notes

For additional information and country specific notes please refer to the detailed national fiches under the section 'Salary increase/decrease' in Part II of the document.

Almost all European countries pay allowances to teachers

Teachers' basic salaries generally increase along with their length of service (see Figure 4). However, various allowances may be added to the basic salary, and these can make up a considerable proportion of teachers' take-home pay. Additional allowances may be granted for: extra qualifications; as a result of performance management procedures based on appraisals of teachers' work and/or students' examination results; for teaching in challenging circumstances or working with students with special needs; for teaching in remote or expensive geographical areas; as well as for overtime worked.

For ten countries (Belgium – all three communities, Greece, Spain, France, Croatia, Luxembourg, Malta, Hungary, the Former Yugoslav Republic of Macedonia and Turkey), the allowances are decided by the top/central level. Conversely, in Italy and in the Netherlands, the decision on allowances is taken at school level. In the remaining countries, decision-making is shared, involving the central/top level and/or local authorities and/or school.

Almost one third of countries/regions offer all or almost all of the types of allowances mentioned above. At the other end of the spectrum, in education systems such as in Belgium (French and Flemish Communities), Portugal, the United Kingdom (Scotland) and Liechtenstein, only one or two of these allowances exist. Since January 2013, Cyprus has no longer provided any allowances to teachers due to budgetary restrictions.

Allowances for **formal qualifications higher than the minimum required** for being a fully qualified teacher (i.e. Master's degree, research degree or Doctorate) are provided in the majority of education systems. Generally, the top-level education authorities define the types and amounts of allowances. However, in some countries, these allowances are established on the basis of local/school agreements. The highest annual allowances for extra qualifications can be seen in Ireland, where teachers appointed prior to 5 December 2011 can receive up to EUR 6 140, and those appointed from 5 December 2011 to 1 February 2012 up to EUR 4 416. However, no qualification allowances are payable to teachers appointed for the first time on or after 1 February 2012. In Belgium (French and German-speaking Communities), if teachers in primary and lower secondary education complete a specific Master's degree, they are paid at the same salary level as upper secondary school teachers, for whom the qualification is a requirement. In Turkey, teachers with a Master's degree move up one level on the salary scale and teachers with a Doctorate move up two levels.

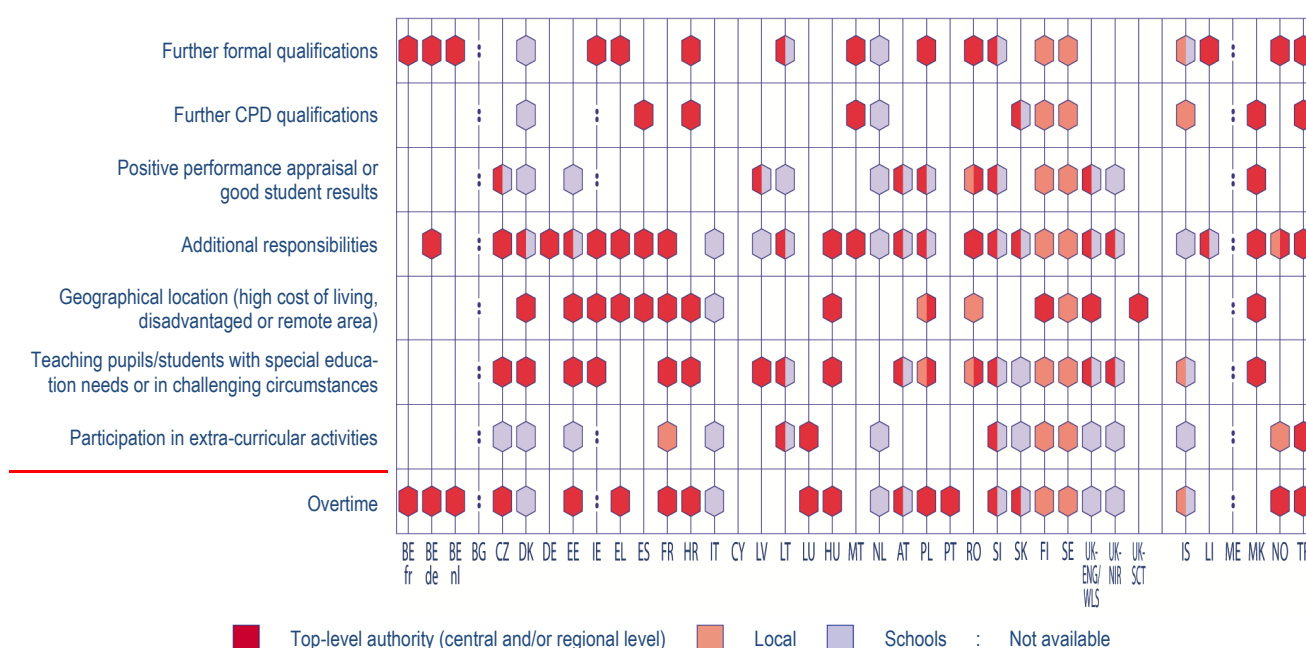
Continuing professional development (CPD) is considered as a professional duty for teachers in the great majority of European countries. In some countries, for example in Lithuania, Poland, Romania and Slovenia, CPD participation is, moreover, a prerequisite for career advancement and salary increases⁽⁷⁾. Only about a quarter of countries/regions provide teachers with financial allowances for obtaining further qualifications through CPD.

In more than a third of the countries/regions, teachers may be rewarded for the quality or value of their work by additional payments following a **performance appraisal or based on their students' examination results**. In the Czech Republic, this allowance is usually 2.9 % of the statutory salary. In Slovenia, the allowance, defined by law, is linked to work performance and it varies between 2 % and 5 % of the basic annual salary for regular work. However, as a consequence of the economic crisis, neither teachers nor school heads receive this. In the Former Yugoslav Republic of Macedonia, an allowance for excellent and outstanding teachers is paid in primary education (EUR 17-35) and in secondary (EUR 18-36). Austria also awards a bonus (lump sum) for outstanding performance or

⁽⁷⁾ See EACEA/Eurydice, 2013, Key Data on Teachers and School Leaders in Europe. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/key_data_series/151EN.pdf [Accessed 15 July 2013].

involvement in particularly successful projects. In Poland, a specific 'motivation incentive' is granted by the school head, in agreement with the local authorities, for good teaching, for introducing effective innovation into teaching practices, strong commitment to teaching activities and for exceptional performance in carrying out tasks and duties. Finally, in the United Kingdom (England, Wales and Northern Ireland), each school carries out a performance appraisal and, subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale.

Figure 7: Salary allowances and complementary payments for teachers in public schools, with the levels of authority responsible for decision-making (ISCED 0, 1, 2 and 3), 2013/14



Source: Eurydice.

Explanatory note

See definitions of each type of allowance in Part III: Definitions.

Country specific notes

Belgium (BE fr): Overtime allowances only apply to teachers on courses in *promotion sociale*.

Spain: Salary allowances for geographical location apply only in some Autonomous Communities

Poland: Decisions on teachers' allowances for 'positive performance appraisal or good student results' and 'additional responsibilities' can also be taken at local level.

Sweden: Salary increases are negotiated on an individual basis. The criteria used may include those listed above or others; it is a matter decided at local level.

Almost all European countries give teachers financial allowances when they are willing to assume additional responsibilities. These activities can include the supervision of pupils after class, participation in school management, provision of support to other teachers, serving as a head of department, membership of selection or examination committees, participation in national or international bodies, or the organisation of teaching materials. Allowances for additional responsibilities are allocated both by the top-level authority for some of the regulated activities as well as at school level for specific tasks which fall within the scope of the school's autonomy for managing delegated budgets. In Finland and Sweden, they are allocated at local level.

Nearly half of the countries/regions examined provide financial allowances related to the **geographical location of the school** in which teachers work. These allowances, defined by central/top-level authorities, generally take the form of incentives intended to encourage teachers to accept posts in remote or rural areas (Denmark, Estonia, Greece, Spain, Poland, Romania, Finland

and the United Kingdom (Scotland); or socially disadvantaged regions with high levels of social exclusion, or a high proportion of pupils from minority ethnic or linguistic backgrounds (Ireland, Spain, France, Italy and Hungary). However, two countries (France and the United Kingdom (England)) provide allowances for economic reasons i.e. to compensate teachers for working in capital cities or other areas with an above average cost of living.

The majority of countries/regions provide financial allowances for teachers who teach **pupils with learning difficulties or special educational needs** in mainstream classes. While allowances for teaching pupils with SEN are the most common, other types of allowances are also available such as those for teaching children with language difficulties, children of different ages in the same class, or pupils with low levels of attainment. In Slovenia, for example, allowances are provided for teaching bilingual classes. In Sweden, the presence in a class of pupils with learning difficulties or special needs may be taken into account in individual salary negotiations. The allowances are sometimes calculated as a percentage of the statutory salary, as in Estonia, Croatia, Latvia, Lithuania, Hungary, Romania and Slovenia, or awarded as a lump sum (as in Austria). In the United Kingdom (all four jurisdictions), while the range of the amounts awarded (between EUR 2 466 and 4 850) are centrally determined, schools are free to appoint individuals to these roles and allocate an appropriate point on the range ⁽⁸⁾. Schools may also offer recruitment and retention points for those working in challenging circumstances for a fixed period of up to three years (minimum: EUR 1 468 and maximum: EUR 2 885).

In some countries, **participation in extra-curricular activities** is remunerated as **overtime** but in others specific allowances are granted for this type of work. For example, in Slovenia, teaching outdoor classes (*šola v naravi*) is remunerated by up to an extra 20 % of the basic salary for six hours per day in primary and lower secondary education. In addition, for workshops, sports and other extra-curricular activities (*interesne dejavnosti*), EUR 11.94 per hour is paid at all levels of compulsory education.

Furthermore, teachers in many European countries (except Germany, Cyprus, Latvia, Lithuania, Malta, Romania, Sweden, the United Kingdom (Scotland), Republic of Macedonia and Liechtenstein), receive **additional payments for working overtime**, i.e. working time which exceeds the number of working hours specified in the contract of employment or conditions of service. In many cases, the hourly overtime rate is defined by top-level authorities as a specific percentage of the basic salary per hour. In Greece and Turkey, a specific fixed amount is determined by the top-level authorities. In the United Kingdom (England, Wales and Northern Ireland) the payment of overtime, decided at school level, is made only in very specific circumstances in relation to participation in CPD or learning activities outside the school day.

⁽⁸⁾ Source: Exchange rates Eurostat: data extracted on May 2014. (ert_bil_eur_m).

Conclusion

In almost all countries, top level authorities set teachers' basic statutory salaries in public schools. However, in nearly all Nordic countries, local authorities alone or together with top level authorities have this responsibility. Salaries in private grant-aided schools generally follow the rules applied in the public sector. In private independent schools, salaries are defined on an individual and contractual basis but always follow national labour legislation/codes of practice.

In the majority of countries/regions, teachers' minimum annual statutory salary for primary and lower secondary education levels is lower than the GDP per capita. For upper secondary education, this is also the case in half of the countries studied. With regard to maximum gross statutory salaries, they are higher than per capita GDP at all educational levels in most countries.

The minimum basic statutory salary for school heads in primary and lower secondary education is higher than the GDP per capita in almost all countries. The same is true for upper secondary education, where school heads are better remunerated than those in lower education levels, and only a few countries register a minimum salary lower than GDP per capita.

The relative increase in teachers' salaries is correlated to the number of years' service needed to reach the maximum salary in the majority of countries. Some countries such as Hungary (secondary level), Austria and Romania, reveal a large difference between maximum and minimum salaries, and the length of service needed to reach the maximum salary is very high; in others, like Denmark, Estonia, Latvia and the United Kingdom (Scotland), the difference between maximum and minimum salaries as well as the length of service needed to reach the maximum salary are both relatively small.

In almost all European countries, policies in relation to teachers' salaries changed between 2012/13 and 2013/14. Whereas in about half of the countries, salary freezes or salary cuts for public employees were applied during the period 2012/13 due to the effects of the financial and economic crisis and the pressure on public finances, in 2013/14 a majority of countries (two-third) registered an increase in teachers' salaries, citing salary reforms and adjustments for the cost of living as the main reasons.

However, the trend in the minimum gross annual statutory salary between 2009 and 2014 shows a decrease in statutory salaries in real terms in a large number of countries. Indeed, in the last few years, teachers' gross statutory salaries have been directly affected by the economic downturn in many countries.

Almost a third of the countries/regions examined offer salary allowances and complementary payments for all or nearly all of the following reasons: further formal qualifications, further CPD qualifications, positive performance appraisal or good student results, additional responsibilities, geographical location, teaching pupils with special educational needs or in challenging circumstances and participation in extra-curricular activities. The two reasons most often cited across Europe are 'additional responsibilities' and 'overtime', while 'further CPD qualifications' and 'positive performance appraisal or good students results' are the least common.

PART II: NATIONAL DATA SHEETS

| | |
|---------------------------------------|-----|
| Belgium (French Community) | 30 |
| Belgium (German-speaking Community) | 32 |
| Belgium (Flemish Community) | 34 |
| Czech Republic | 36 |
| Denmark | 38 |
| Germany/Länder, 2012/13 | 40 |
| Estonia | 42 |
| Ireland | 44 |
| Greece | 46 |
| Spain | 48 |
| France | 50 |
| Croatia | 52 |
| Italy | 54 |
| Cyprus | 56 |
| Latvia | 58 |
| Lithuania | 62 |
| Luxembourg | 64 |
| Hungary | 66 |
| Malta | 68 |
| The Netherlands | 70 |
| Austria | 72 |
| Poland | 74 |
| Portugal | 76 |
| Romania | 78 |
| Slovenia | 80 |
| Slovakia | 82 |
| Finland | 84 |
| Sweden, 2012/13 | 86 |
| United Kingdom (England and Wales) | 88 |
| United Kingdom (Northern Ireland) | 90 |
| United Kingdom (Scotland) | 92 |
| Iceland | 94 |
| Liechtenstein | 96 |
| Montenegro | 98 |
| Former Yugoslav Republic of Macedonia | 100 |
| Norway | 102 |
| Turkey | 104 |

BELGIUM (FRENCH COMMUNITY)

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| The community level is referred to as the central level. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education. |
|---|------------------------|----------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 30 335 | 52 271 | No data | Data on gross annual statutory salaries are from the Ministry of the French Community. The amounts for 2012/13 are the minimum and maximum basic statutory salaries implemented by the index of January 2013. |
| Primary | 30 335 | 52 271 | No data | |
| Lower secondary | 30 335 | 52 271 | No data | |
| Upper secondary | 37 743 | 66 140 | No data | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|---|-------------------------------|
| <p>2013/14:</p> <p>No change :</p> <p>In 2013/14, no index has been implemented on the gross annual salary. Previous index has been implemented in January 2013, which increased the basic gross salary by 2 %.</p> <p>However, an index has been implemented on the end of year allocation, which increased the fix part of this allocation by 5,4 euros.</p> | <p>Further formal qualifications</p> <p>Bachelor degree is required for pre-primary, primary and lower secondary school teachers. If these school teachers complete in addition a specific master degree, they will receive a salary that is defined for upper secondary school teachers for whom a master degree is required.</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>Not applicable</p> <p>Additional responsibilities</p> <p>Not applicable</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>Only for teaching in courses in social advancement education</p> | <p>Central</p> <p>Central</p> |

BELGIUM (FRENCH COMMUNITY)

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| The community level is referred to as the central level. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on gross annual statutory salaries are from the Ministry of the French Community. The amounts for 2012/13 are the minimum and maximum basic statutory salaries implemented by the index of January 2013. |
|---|------------------------|----------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary, < 72 pupils | 34 576 | 59 225 | No data | |
| Pre-primary, 72-140 pupils | 36 014 | 60 663 | No data | |
| Pre-primary, 141-209 pupils | 37 451 | 62 100 | No data | |
| Pre-primary, > 209 pupils | 38 889 | 63 537 | No data | |
| Primary, < 72 pupils | 34 576 | 59 225 | No data | |
| Primary, 72-140 pupils | 36 014 | 60 663 | No data | |
| Primary, 141-209 pupils | 37 451 | 62 100 | No data | |
| Primary, > 209 pupils | 38 889 | 63 537 | No data | |
| Secondary D1 only | 38 882 | 66 140 | No data | |
| Secondary D1+D2+D3 or D2+D3 | 49 436 | 78 921 | No data | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

BELGIUM (GERMAN-SPEAKING COMMUNITY)

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| The community level is referred to as the central level. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education. |
|---|------------------------|-------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 30 598 | 50 850 | No data | Data on gross annual statutory salaries are from the Ministry of the German-speaking Community and correspond to the indexed gross salary on January 2013 (index = 1.6084). |
| Primary | 30 598 | 50 850 | No data | |
| Lower secondary | 30 598 | 50 850 | No data | |
| Upper secondary | 38 316 | 64 491 | No data | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|--|--|
| <p>2013/14:</p> <p>↑ : General salary adjustment to the rise in cost of living for all public and private employees ↓ : Reform of teachers' salaries</p> <p>In accordance to the Decree to upgrade the teacher profession of 21 April 2008, the starting salary of new arrived teachers increased on 1 September 2013 (increase of 10 % in total: 3 % in September 2009, 6 % in September 2013 and 10 % in September 2014). At the same time however due to the Reform of teachers' salaries, on 16 July 2012, the Parliament of the German-speaking Community of Belgium has adopted a 'Crisis decree' which includes, within other measures in the education sector, a temporary reduction of salaries. They are reduced by a total of 2 % (1 % in January 2013 and 1 % in January 2014). The reduction shall be taken back in two stages in January 2018 and January 2019.</p> | <p>Further formal qualifications</p> <p>Bachelor degree is required for pre-primary, primary and lower secondary school teachers. If these school 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.</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>Not applicable</p> <p>Additional responsibilities</p> <p>Fixed amounts</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>% of the basic salary</p> | <p>Central</p> <p>Central</p> <p>Central</p> |

BELGIUM (GERMAN-SPEAKING COMMUNITY)

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | |
|---|---------------|
| Pre-primary education | Central level |
| Primary education | Central level |
| General lower secondary education | Central level |
| General upper secondary education | Central level |
| The community level is referred to as the central level. | |

| Salaries in the private sector |
|---|
| Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. |

| Annual gross salaries of full time fully qualified school heads in public schools | | | |
|---|------------------------|----------------|------------------------------|
| | Basic statutory salary | | Average actual salary EUR |
| | Minimum EUR | Maximum EUR | |
| Pre-primary | 39 035 | 64 490 | No data |
| Primary | 39 035 | 64 490 | No data |
| Lower secondary | 47 830 | 77 239 | No data |
| Upper secondary | 47 830 | 77 239 | No data |

Data on gross annual statutory salaries are from the Ministry of the German-speaking Community. School heads of secondary education institutions receive an additional bonus depending on the number of students in the school:

- schools with more than 600 pupils: EUR 424.20 x 12 months x 1.6084 (index) = EUR 8 187.40 per year;
- schools with less than 600 pupils: EUR 282.74 x 12 months x 1.6084 (index) = EUR 5 457.11 per year.

Nursery school and primary school constitute the so-called elementary school (Grundschule). Each elementary school has a school head. In secondary school, the school head is responsible for lower and upper secondary school. The minimum salary for school heads in secondary school is very high, as it takes at least 19 years in service to become a school head.

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not available | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Fixed amounts | Central |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

BELGIUM (FLEMISH COMMUNITY)

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | |
|---|---------------|
| Pre-primary education | Central level |
| Primary education | Central level |
| General lower secondary education | Central level |
| General upper secondary education | Central level |
| The community level is referred to as the central level. | |

| Salaries in the private sector |
|---|
| Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves. Information on the basic statutory salary used in private independent schools not available. |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | <p>The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.</p> <p>Data on gross annual statutory salaries are calculated for the school year 2013/14. The data contain the gross payments as regulated by decrees and resolutions (and multiplied by the index of January 2014).</p> <p>Data on average salaries are from the Database of the Ministry of Education. Only full-time teachers aged 25 to 64 in public schools with a permanent appointment in school year 2012/13 are taken into account in the overall annual actual gross salary. For secondary education, teachers with a permanent appointment in general education in public schools are taken into account.</p> |
|---|------------------------|-------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 30 820 | 53 409 | 44 375 | |
| Primary | 30 820 | 53 409 | 44 908 | |
| Lower secondary | 30 820 | 53 409 | 43 980 | |
| Upper secondary | 38 509 | 67 631 | 57 294 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|---|-------------------------------|
| <p>2013/14:</p> <p>↑: General salary adjustment to the rise in cost of living for all public and private employees</p> <p>In 2013/14, an index has been implemented on the end of year allowance.</p> | <p>Further formal qualifications</p> <p>Different fixed amounts according to different qualifications: min EUR 43,05 per month; max EUR 129,17 per month</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>Not applicable</p> <p>Additional responsibilities</p> <p>Not applicable</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>Maximum - 140 % of the basic salary</p> <p>Nothing has been changed in the regulation of getting salary allowances for the teachers since the school year 2010/11.</p> | <p>Central</p> <p>Central</p> |

BELGIUM (FLEMISH COMMUNITY)

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | |
|---|---------------|
| Pre-primary education | Central level |
| Primary education | Central level |
| General lower secondary education | Central level |
| General upper secondary education | Central level |
| The community level is referred to as the central level. | |

| Salaries in the private sector |
|---|
| School heads' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves. We do not have information on the school heads' basic statutory salary in private independent schools. |

| Annual gross salaries of full time fully qualified school heads in public schools | | | |
|---|------------------------|----------------|------------------------------|
| | Basic statutory salary | | Average actual salary EUR |
| | Minimum EUR | Maximum EUR | |
| Pre-primary | 40 405 | 68 333 | 63 181 |
| Primary (in Brussels, < 180 pupils/100 pupils) | 40 405 | 62 993 | 62 982 |
| Primary (>= 350 pupils) | 45 745 | 68 333 | 62 982 |
| Lower secondary | 45 745 | 68 333 | 64 751 |
| Upper secondary | 53 434 | 82 556 | 76 500 |

Data on gross annual statutory salaries are for the school year 2013/14. For pre-primary and primary schools, there are different school heads' basic salaries for schools with less than 180 pupils (less than 100 pupils in Brussels), from 180 to 349 pupils (from 100 to 349 pupils in Brussels) and equal to or more than 350 pupils. In lower and upper secondary schools, there are different scales depending on whether or not the school head has teaching responsibilities. The scales mentioned are those without teaching responsibility. There is also a distinction between schools with specific profiles in vocational education, artistic education, etc. The data contain the brute payments as regulated by the decrees and resolutions (and multiplied by the index of January 2014). Data on average actual salaries are from the Database of the Ministry of Education for salary payments. Ref. year: 2012/13 school year. Only school heads aged 25 to 64 in public schools with a fulltime are taken into account in the overall annual actual gross salary. Information on the basic or actual statutory salaries used in the independent private schools not available.

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Different fixed amounts according to different qualifications: min EUR 43.05 per month; max EUR 129.17 per month | Central |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |
| School heads that get the qualification from 1 September 2010 on do not get the allowances anymore. If they have got it before 1 September 2010, the allowance can still be granted. According to the individual situation of the school head, the school head is awarded a salary allowance or not. | |

CZECH REPUBLIC

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Teachers' salaries in private schools are contractual. However, they are regulated by the Labour Code and the minimum level of pay defined by Government is guaranteed. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years. |
|---|------------------------|-------|---------|--------|-----------------------|--------|---|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | CZK | EUR | |
| | CZK | EUR | CZK | EUR | | | |
| Pre-primary | 180 000 | 6 557 | 279 000 | 10 164 | 267 594 | 9 748 | Data on gross annual statutory salaries are from Nařízení vlády o platových poměrech zaměstnanců ve veřejných službách a správě |
| Primary | 244 200 | 8 896 | 301 800 | 10 995 | 311 663 | 11 354 | |
| Lower secondary | 244 200 | 8 896 | 301 800 | 10 995 | 311 054 | 11 332 | |
| Upper secondary | 244 200 | 8 896 | 301 800 | 10 995 | 327 248 | 11 922 | |

(Nařízení vlády) [Government regulation on pay terms of employees in public services and administration (Government regulation)]: 6. 12. 2006, 564/2006 Sbírka zákonů ČR, částka sbírky 184/2006, příloha 5. (<http://portal.gov.cz/app/zakony/?path=/portal/obcan/>). Statutory salaries are based on salary scales 8-11 for ISCED 0 and salary scales 11-12 for ISCED 1-3. Ref. date: April 2014.
Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2013. The data concerned are provided within the statistical survey by public schools and school facilities twice a year.

| Salary increase/decrease | Salary allowances for teachers | |
|--|---|--|
| | Decision making levels | |
| 2013/14: | Further formal qualifications | |
| No change: salaries frozen | Not applicable | |
| No cuts or increase were applied to the statutory salaries in 2013/14. However, there was an increase of financial budget for teachers' salaries allocated from central level for 2014. This results in a growth of teachers' individual salary allowances, respectively in a growth of average actual teachers' salaries. The actual increase for a teacher depends on the lower decision making levels. | Further CPD qualifications | |
| | Not applicable | |
| | Positive teaching performance appraisal or students' results | |
| | Individual allowance, up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given category (usually the individual allowance amounts to 2.9 % of the gross salary). | |
| | Additional responsibilities | |
| | 1) Leadership of other employees set in a percentage of the highest salary steps in the given category: 5-40 % according to the level of leadership. 2) Supervision of pupils who are exposed to a heightened risk of injury due to use of machines, tools and apparatus: CZK 400-1 000 monthly. 3) Allowance for a 'class teacher': CZK 400-1 000 monthly. 4) Performance of specialized activities which requires further qualifications (coordination in the area of ICT, developing and co-ordination of School Framework Programmes, prevention of socially pathologic phenomena and activities related to the environmental education and to the spatial orientation of visually disabled children and pupils): CZK 1 000-2 000 monthly. | |
| | Geographical location (high cost of living, disadvantaged or remote area) | |
| | Not applicable | |
| | Teaching pupils/students with special education needs or challenging circumstances | |
| | 1) Teachers working with pupils/students with special educational needs in special schools, classes or groups (i.e. in those specially designed for these pupils/students): CZK 600-2 000 monthly. 2) Teachers working in classes with pupils of different age: CZK 600-2 000 monthly. | |
| Participation in extracurricular activities | | |
| Individual allowance | | |
| Overtime | | |
| An allowance equal to a double of the hourly average earnings for every hour of direct teaching. | | |
| The definition of a system of additional salary components is the responsibility of the central government. School heads are responsible for duties allocation among teachers and for the individual allowances and bonuses. Teachers working with pupils with special educational needs integrated to a mainstream school do not have a legal right to any special allowance compared to the teachers of special classes and schools, but the school head can grant them an individual allowance. | | |

CZECH REPUBLIC

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | School heads' basic statutory salaries in private schools are contractual and are the responsibility of the school owner. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | Statutory salaries are based on fully qualified teachers' salary scales 8-11 for ISCED 0 and salary scales 11-13 for ISCED 1-3. School heads receive in addition allowance for leadership (5-60 % of a teachers' salary according to the level of leadership), which is not included in the table. | |
|---|------------------------|---------|-----------------------|--------|---------|--|-----|
| | Basic statutory salary | | Average actual salary | | CZK | | EUR |
| | Minimum | Maximum | CZK | EUR | | | |
| Pre-primary | 180 000 | 6 557 | 279 000 | 10 164 | 388 040 | 14 136 | |
| Primary | 244 200 | 8 896 | 325 200 | 11 847 | 481 395 | 17 537 | |
| Lower secondary | 244 200 | 8 896 | 325 200 | 11 847 | 481 395 | 17 537 | |
| Upper secondary | 244 200 | 8 896 | 325 200 | 11 847 | 524 823 | 19 119 | |

Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2013. The data concerned are provided within the statistical survey by public schools and school facilities twice a year. There is a change in data collection methodology: due to the implementation of classification CZ-ISCO, it is not possible to divide salaries of school heads and deputy directors.

| Salary allowances for school heads | Decision making levels |
|---|----------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Individual allowance for particular school heads set by the founder of the school: up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given category (usually the individual allowance amounts to 9.0 % of the gross salary). | Central Regional Local |
| Additional responsibilities 1) Supervision of pupils who are exposed to a heightened risk of injury due to the use of machines, tools and apparatus: CZK 400-1 000 monthly. 2) Allowance for a 'class teacher': CZK 400-1 000 monthly. 3) Performance of specialized activities which requires further qualifications (coordination in the area of ICT, developing and co-ordination of School Framework Programmes, prevention of socially pathologic phenomena and activities related to the environmental education and to the spatial orientation of visually disabled children and pupils): CZK 1 000-2 000 monthly. | Central |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 1) Teachers working with pupils/students with special educational needs in special schools, classes or groups (i.e. in those specially designed for these pupils/students): CZK 600-2 000 monthly. 2) Teachers working in classes with pupils of different age: CZK 600-2 000 monthly. | Central |
| Participation in extracurricular activities Individual allowance | Central Regional Local |
| Overtime An allowance equal to the double of the hourly average earnings for every hour of direct teaching. | Central |
| School heads' allowances are set by the body which appoints them to the position. | |

DENMARK
TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | The teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent upper secondary schools. Teachers at private primary and lower secondary schools have to negotiate their salaries individually, but can obtain help from the Danish Union of Teachers (Danmarks Lærforening) or another trade union if they are members. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 12 years for pre-primary, primary and lower secondary education and 7 years for upper secondary education. | |
|---|------------------------|--------|---------|--------|-----------------------|--|-----|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | DKK | | EUR |
| | DKK | EUR | DKK | EUR | | | |
| Pre-primary | 296 562 | 39 724 | 332 408 | 44 525 | 408 234 | 54 682 | |
| Primary | 311 567 | 41 734 | 384 873 | 51 553 | 477 684 | 63 985 | |
| Lower secondary | 311 567 | 41 734 | 384 873 | 51 553 | 477 684 | 63 985 | |
| Upper secondary | 382 440 | 51 227 | 497 040 | 66 577 | | | |

Data on gross annual statutory salaries are from the Danish Union of Teachers (Danmarks Lærforening - <http://www.dlf.org/arbejdsliv/loen-og-penge/ansat-i-en-kommune/>) for ISCED 0, 1, 2 and from the National Union of Upper Secondary School Teachers (Gymnasieskolernes Lærforening - <http://www.gl.org/loenogans/loen/Sider/Hvadtjenerengymnasielaerer.aspx>) for ISCED 3. The period of reference is 2013/14. For Upper Secondary school the period of reference is from 1 august 2013. Earning-related pension is included.

| Salary increase/decrease | Salary allowances for teachers | |
|--------------------------|---|------------------------|
| | | Decision making levels |
| 2013/14: | Further formal qualifications | School |
| | According to the local agreements | |
| | Further CPD qualifications | School |
| | According to the local agreements | |
| | Positive teaching performance appraisal or students' results | School |
| | According to the local agreements | |
| | Additional responsibilities | Central School |
| | ISCED 0, 1 and 2 as replacement for the school head - DKK 1 628.43 per month; ISCED 3 by local agreement | |
| | Geographical location (high cost of living, disadvantaged or remote area) | Central |
| | Denmark is divided into five geographical areas. Each municipality has been assigned to an area depending on whether the size of the main town or whether it is close to a bigger city. | |
| | Teaching pupils/students with special education needs or challenging circumstances | Central |
| | ISCED 0, 1 and 2: between DKK 19.03 and DKK 41.50 per hour. Teachers at independent schools (ISCED 0, 1 and 2) for pupils with special needs receive a yearly allowance of DKK 19 666.80. | |
| | Participation in extracurricular activities | School |
| | According to the local agreements. | |
| | Overtime | School |
| | According to the local agreements | |
| | ISCED 0, 1 and 2: supplement to pre-primary teachers for teaching between 751 and 835 hours, supplement to pre-primary teachers for teaching more than 835 hours and primary and lower secondary teachers for more than 751 hours. Supplement for working inconvenient hours. | |

DENMARK

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | The school heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent upper secondary schools. Data are not available for school heads' basic salaries in private independent pre-primary, primary and lower secondary schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | School heads are generally teachers and therefore the same regulations as for teachers are applied to them. Depending on the size of the school, school heads receive a reduction of the teaching load which can be 100 % at big schools. However, they are still allowed to teach and can also receive all allowances that can be attributed to teachers. | |
|---|------------------------|--------|---------|---------|-----------------------|--|-----|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | DKK | | EUR |
| | DKK | EUR | DKK | EUR | | | |
| Pre-primary | 410 547 | 54 992 | 493 818 | 66 146 | 678 768 | 90 919 | |
| Primary | 410 547 | 54 992 | 493 818 | 66 146 | 678 768 | 90 919 | |
| Lower secondary | 410 547 | 54 992 | 493 818 | 66 146 | 678 768 | 90 919 | |
| Upper secondary (> 700 full-time students) | 603 087 | 80 782 | No data | No data | No data | No data | |
| Upper secondary (≤ 700 full-time students) | 530 037 | 70 997 | No data | No data | | | |

Data are from the Danish Union of School Heads (Skolelederforeningen) for ISCED 0, 1, 2 based on the Salary negotiations of 2013 (Forlængelse af overenskomst for ledere m.fl. inden for undervisningsområdet) and from the Danish Union of Lawyers and Economists (DJØF) for ISCED 3.

Data on average actual salaries for ISCED 0, 1 and 2 are from: <http://fdnet.dk/statistik/kommuneloenstat>. The period of reference: January 2014. Earning-related pension included. Data on average actual salaries for ISCED 3 are from the Danish Union of Lawyers and Economists (DJØF). The period of reference: third quarter 2012. Earning-related pension excluded.

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications According to the local agreements | Local |
| Further CPD qualifications According to the local agreements | Local |
| Positive teaching/management performance appraisal According to the local agreements | Local |
| Additional responsibilities Central for upper secondary schools only | Central Local |
| Geographical location (high cost of living, disadvantaged or remote area) For pre-primary, primary and lower secondary schools only | Central |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

GERMANY/LÄNDER, 2012/13

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--------------------------------|
| Pre-primary education | Central level | |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| The individual Länder are responsible for the definition of the basic statutory salaries. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: data not available. The statutory salaries represent a weighted average of the data available at Länder level for civil servants and include general post allowances where applicable and special annual payments. Ref. year: 2012/13. |
|---|------------------------|----------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | No data | No data | No data | |
| Primary | 42 891 | 55 465 | No data | |
| Lower secondary | 46 697 | 61 497 | No data | |
| Upper secondary | 50 449 | 69 646 | No data | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|---|------------------------|
| 2013/14: ↑ : General salary adjustment for all public employees | Further formal qualifications Further CPD qualifications Positive teaching performance appraisal or students' results Additional responsibilities Data not available. Geographical location (high cost of living, disadvantaged or remote area) Teaching pupils/students with special education needs or challenging circumstances Participation in extracurricular activities Overtime | Central (Länder) |

GERMANY/LÄNDER, 2012/13

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--------------------------------|
| Pre-primary education | Central level | |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | |
|---|------------------------|-------------|-----------------------|
| | Basic statutory salary | | Average actual salary |
| | Minimum EUR | Maximum EUR | EUR |
| Pre-primary | No data | No data | No data |
| Primary | No data | No data | No data |
| Lower secondary | No data | No data | No data |
| Upper secondary | No data | No data | No data |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

ESTONIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--------------------------|--|
| Pre-primary education | Local level/municipality | Private independent schools determine their salaries themselves. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| <p>The Government, local authorities and authorised representatives of registered teachers' unions agree upon the minimum salary rate of municipal teachers according to occupational grades. If no agreement is reached, the Government will determine the minimum salary rate. Government determines also minimum salary rate of state school teachers.</p> | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 7-8 years. |
|---|------------------------|----------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | Not applicable | Not applicable | 7 720 | |
| Primary | 9 260 | 10 668 | 11 204 | |
| Lower secondary | 9 260 | 10 668 | 11 204 | |
| Upper secondary | 9 260 | 10 668 | 11 204 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels | |
|--|---|------------------------|--|
| <p>2013/14:</p> <p>↑: Reform of teachers' salaries</p> <p>Increase of minimum salary starting from 2013.</p> | <p>Further formal qualifications</p> <p>Not applicable</p> | | |
| | <p>Further CPD qualifications</p> <p>Not applicable</p> | | |
| | <p>Positive teaching performance appraisal or students' results</p> <p>According to the local agreements</p> | School | |
| | <p>Additional responsibilities</p> <p>10 % of the basic salary and according to the local agreements</p> | Central School | |
| | <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Beginners' allowance for teachers who start working in rural areas: EUR 12 782.32 (EEK 200 000) during 3-year period</p> | Central | |
| | <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>10-20 % of the basic salary</p> | Central | |
| | <p>Participation in extracurricular activities</p> <p>According to the local agreements</p> | School | |
| | <p>Overtime</p> <p>Time off equal to overtime or 150 % of normal wage, regulated by the Employment Contracts Act</p> | Central | |
| | | | |
| | | | |

ESTONIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|--|--------------------------|--------------------------------|
| Pre-primary education | Local level/municipality | No data |
| Primary education | Local level/municipality | |
| General lower secondary education | Local level/municipality | |
| General upper secondary education | Local level/municipality | |
| An employment contract with the head of a municipal school will be concluded by the rural municipality or city mayor or an official authorised by the mayor. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | |
|---|------------------------|----------------|------------------------------|
| | Basic statutory salary | | Average actual salary EUR |
| | Minimum EUR | Maximum EUR | |
| Pre-primary | No data | No data | 11 414 |
| Primary | No data | No data | 14 833 |
| Lower secondary | No data | No data | 14 833 |
| Upper secondary | No data | No data | 14 833 |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Data not available | |
| Further CPD qualifications Data not available | |
| Positive teaching/management performance appraisal Data not available | |
| Additional responsibilities Data not available | |
| Geographical location (high cost of living, disadvantaged or remote area) Data not available | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Data not available | |
| Participation in extracurricular activities Data not available | |
| Overtime Data not available | |
| | |
| | |

IRELAND
TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--------------------------------|
| Pre-primary education | Central level | No data |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 22 years for secondary level teachers and 23 years for primary teachers appointed prior to 1 January 2011, 25 years for teachers appointed in the period from 1 January 2011 to 1 February 2012. It is currently 22 years for teachers appointed on or after 1 February 2012. |
|---|------------------------|----------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | Not applicable | Not applicable | No data | |
| Primary | 27 814 | 59 359 | No data | |
| Lower secondary | 27 814 | 59 359 | No data | |
| Upper secondary | 27 814 | 59 359 | No data | |

Data on gross annual statutory salaries are from Department Circulars. The latest Circular is 8/2013. The previous Circulars were 40/2011 and 4/2010 (www.education.ie). There are three different pay scales in existence depending on the time of first appointment to teaching. Teachers appointed prior to 1 January 2011 are on the scale EUR 30 904 to EUR 59 359. Teachers appointed in the period 1 January 2011 to 1 February 2012 are on the scales quoted in the table. Teachers appointed on or after 1 February 2012 are on the scale EUR 30 702 to EUR 53 423.

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|------------------------|
| 2013/14: No change : salaries frozen Qualification allowances payable to teachers ceased for teachers appointed for the first time after 1 February 2012. Salary scales for teachers appointed after that date were increased to compensate for the loss of the allowances. | Further formal qualifications For teachers appointed prior to 5 December 2011, qualification allowances varied from EUR 1 842 to EUR 6 140. Allowances were capped at EUR 4 416 in the period from 5 December 2011 to 1 February 2012. No qualification allowances are payable to teachers appointed for the first time on or after 1 February 2012. | Central |
| | Further CPD qualifications Data not available | Data not available |
| | Positive teaching performance appraisal or students' results Data not available | Data not available |
| | Additional responsibilities Could be one of: Deputy Principal post scale point: EUR 3 769 to EUR 18 966 (ISCED 1)/ EUR 27 217 (ISCED 2/3); Assistant Principal post EUR 8 520; Special duties post EUR 3 769 | Central |
| | Geographical location (high cost of living, disadvantaged or remote area) EUR 1 658-EUR 1 842 Island allowance; Gaeltacht (Irish-speaking areas) allowance EUR 3,063 | Central |
| | Teaching pupils/students with special education needs or challenging circumstances EUR 2 193-EUR 2 437 | Central |
| | Participation in extracurricular activities | Data not available |
| | Overtime | Data not available |
| | New entrants to the public service from 1 November 2011 onwards were subject to a 10 % reduction also on allowances. Geographical allowances and allowances for teaching in Irish have ceased for teachers appointed for the first time on or after 1 February 2012 and for serving teachers first appointed to these posts on or after 1 February 2012. | |

IRELAND

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--------------------------------|
| Pre-primary education | Central level | No data |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Schools heads are paid Principals' Allowance and this allowance is based on the size of the school. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on gross annual statutory salaries are from Department Circulars. The latest Circular is 8/2013. The previous Circulars were 40/2011 and 4/2010 (www.education.ie). For all school heads, basic gross annual statutory salary is the same as that of a teacher and grows according to the incremental scale (called the Common Basic Scale), with the same entitlement to allowances. School size determines separate additional remuneration. |
|---|------------------------|----------------|------------------------------|---|
| | Basic statutory salary | | Average actual salary EUR | |
| | Minimum EUR | Maximum EUR | | |
| Pre-primary level (only ISCED 0) | Not applicable | Not applicable | No data | |
| Primary level | 37 124 | 100 135 | No data | |
| Lower secondary level | 37 124 | 101 828 | No data | |
| Upper secondary level | 37 124 | 101 828 | No data | |

| Salary allowances for school heads | Decision making levels |
|--|-------------------------------|
| <p>Further formal qualifications</p> <p>For teachers appointed prior to 5 December 2011 varied from EUR 1 842 to EUR 6 140. Allowances were capped at EUR 4 416 in the period from 5 December 2011 to 1 February 2012. No qualification allowances payable to teachers appointed for the first time on or after 1 February 2012.</p> <p>Further CPD qualifications</p> <p>No data</p> <p>Positive teaching/management performance appraisal</p> <p>No data</p> <p>Additional responsibilities</p> <p>No data</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>EUR 1 658-EUR 1 842 Island allowance; Gaeltacht (Irish-speaking areas) allowance EUR 1 583.</p> <p>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</p> <p>No data</p> <p>Participation in extracurricular activities</p> <p>No data</p> <p>Overtime</p> <p>No data</p> | <p>Central</p> <p>Central</p> |

GREECE

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Teachers' basic statutory salaries are defined using the same methods for public and private independent schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 33 years. |
|---|------------------------|----------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | | Minimum EUR | Maximum EUR | EUR |
| Pre-primary | 13 104 | 24 756 | 15 732 | |
| Primary | 13 104 | 24 756 | | |
| Lower secondary | 13 104 | 24 756 | 15 332 | |
| Upper secondary | 13 104 | 24 756 | | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|---|
| <p>2013/14:</p> <p>↓ : Reduction of salaries due to the economic crisis</p> <p>Law 4024/2011 'Pension arrangements, single payroll - ranking, job redundancy and other provisions for the implementation of the medium term fiscal policy framework 2012-2015' introduced a new system for calculating salaries for all public employees and it provided for the abolishment of the majority of bonuses and allowances. Last, law 4093/2012 'Approval of the medium term fiscal policy framework 2013-2016 - Emergency measures of Implementation of Law 4046/2012 and of the medium term fiscal policy framework 2013-2016' provided for the abolishment of the holiday (Christmas and Easter) and leave allowances.</p> | <p>Further formal qualifications</p> <p>There is no fixed amount and the Law 4024/2011 does not provide for a specific allowance regarding further formal qualifications. However, a Master's degree gives a two year of service precedence over other teachers, while a PhD a six year precedence. Years of service result to upgrading from one grade to the other or upscaling within the grade. This results to an increase in salary. Holders of both degrees get a seven year precedence. However, the promotion from grade to grade has not yet been implemented.</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>Not applicable</p> <p>Additional responsibilities</p> <p>Allowance for position held: head of regional education directorate EUR 10 800 per year; school advisor EUR 4 800 per year; head of directorate of primary or secondary education EUR 6 600 per year; deputy school heads EUR 1 800 per year</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>EUR 1 200 per year. This kind of allowance is applicable for problematic and remote areas.</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>EUR 10 per hour, for up to 20 hours per month</p> | <p>Central</p> <p>Central</p> <p>Central</p> <p>Central</p> |

GREECE

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined using the same methods for public and private independent schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on gross annual statutory salaries are calculated on the basis of the provisions of Law 4024. School heads' allowances depend on level of education and size of school: upper secondary level EUR 3 600-4 200 per year; lower secondary level EUR 3 000-3 600 per year; primary level EUR 3 000-3 600 per year; primary education schools with limited teaching posts (1-3) receive EUR 1 200 per year. pre-primary level EUR 1 200 per year. |
|---|------------------------|----------------|------------------------------|---|
| | Basic statutory salary | | Average actual salary EUR | |
| | Minimum EUR | Maximum EUR | | |
| Pre-primary | 17 772 | 25 956 | 19 387 | |
| Primary | 17 772 | 28 356 | | |
| Lower secondary | 19 572 | 28 356 | 21 306 | |
| Upper secondary | 20 172 | 28 956 | | |

Teachers who apply for the position of a school head must have at least 8 years of teaching experience. On the scale of wages, at the end of 8 years of service, teachers are classified to grade 4 (the system has six grades).

For the calculation of the minimum school head salary, the following methodology is used: basic salary after 8 years of service plus minimum allowance for position of responsibility, depending on the education level. For example: € 17 772 = € 1 381*12 months +€ 100*12 months
For the calculation of the maximum school head salary, the following methodology is used: basic salary after 35 years of service plus maximum allowance for position of responsibility, depending on the education level. For example: € 28 956 = € 2 063*12 months +€ 350*12 months

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications There is no fixed amount and the Law 4024/2011 does not provide for a specific allowance regarding Further formal qualifications. However, a Master's degree gives a two year of service precedence over other teachers, while a PhD a six year precedence. Years of service result to upgrading from one grade to the other or upscaling within the grade. This results to an increase in salary. Holders of both degrees get a seven year precedence. However, the promotion from grade to grade has not yet been implemented. | Central |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) EUR 1 200 per year. This kind of allowance is applicable for problematic and remote areas. | Central |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime EUR 10 per hour, for up to 20 hours per month | Central |

SPAIN

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|--|--------------------------------|--|
| Pre-primary education | Central level Regional level | The economic modules to fund the salaries of teachers in private grant-aided schools are established in the General State Budget yearly, and can then be increased by each Autonomous Community. The actual salaries of these teachers are the result of negotiations between the employers' organizations and the teachers unions and appear in the revised salary tables based on the VI Collective Agreement of private schools completely or partially subsidized with public funds, of 30 July 2013. The minimum salary comprises basic salary, bonus linked to length of service, additional allowances (such as geographical location) and extra payments (paid twice a year). These teachers are directly paid by the competent education authority on behalf of the schools' owners. The salaries of teachers in private independent schools depend on the IX National Collective Agreement for mainstream educational private institutions without any public funding, signed in May 2011, and public education authorities have no role in their establishment. |
| Primary education | Central level Regional level | |
| General lower secondary education | Central level Regional level | |
| General upper secondary education | Central level Regional level | |
| In Spain, decisions regarding teachers' and school heads' salaries are made by the Central Government and by the education authorities of the 17 Autonomous Communities (top/central level). The national authority establishes the basic salary, the extra pays, the amount for seniority and the allowance related to the level of the civil servant position held; the Autonomous Communities, by their part, establish the allowances related to the teaching profession, to in-service training and other salary supplements. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 39 years. Data on gross annual statutory salaries are from the Departments of Education of the Autonomous Communities and the Subdirectorate General of Staff of the Ministry of Education, Culture and Sport for the Autonomous Cities of Ceuta and Melilla. Primary education teachers who are teaching in the first two grades of lower secondary education have basic gross annual statutory salaries between EUR 29 371 and |
|---|------------------------|-------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primarv | 27 754 | 39 340 | No data | |
| Primarv | 27 754 | 39 340 | No data | |
| Lower secondary | 31 079 | 43 883 | No data | |
| Lower secondary (Catedráticos) | 33 174 | 45 978 | No data | |
| Upper secondary | 31 079 | 43 883 | | |
| Upper secondary (Catedráticos) | 33 174 | 45 978 | | |

EUR 40 834. Vocational education teachers teach at Secondary Schools and their basic gross annual statutory salaries are between EUR 29 190 and EUR 40 780. Due to a new method of calculation of teachers' salaries, a reduction of 0.8 % is registered in comparison to 2012/13.

| Salary increase/decrease | Salary allowances for teachers | | Decision making levels |
|--|---|--|------------------------|
| <p>2013/14:</p> <p>No change</p> <p>The 2013 General State Budget did not establish any salary reduction or increment of civil servants' salaries during 2013. This affects the basic salary and the length of service supplement. The small variations observed in the 2013 total amounts in relation to previous years are due to some adjustments produced in the Autonomous Communities which have an effect in the weighted average.</p> | <p>Further formal qualifications</p> | | |
| | <p>Further CPD qualifications</p> <p>Fixed amounts. Every five-six years, teachers who have done at least a minimum number of hours of recognised CPD activities receive a new extra-salary supplement. This supplement is different for the different five/six-year periods and may be different for the educational levels.</p> | | Central |
| | <p>Positive teaching performance appraisal or students' results</p> | | |
| | <p>Additional responsibilities</p> <p>Fixed amounts (different for each level of education and by the number of students of the school). These responsibilities are mainly: headteacher, deputy headteacher, secretary, head of department, but also additional responsibilities at school level (eg. sports leagues, etc.).</p> | | Central |
| | <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Fixed amounts (they may be different for each level of education). Geographical location refers to Canary Islands, Balearic Islands and the cities of Ceuta and Melilla, 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.</p> | | Central |
| | <p>Teaching pupils/students with special education needs or challenging circumstances</p> | | |
| | <p>Participation in extracurricular activities</p> | | |
| | <p>Overtime</p> <p>Not applicable</p> | | |

SPAIN

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|--|--------------------------------|---|
| Pre-primary education | Central level Regional level | School heads' salaries in private grant-aided schools consist of basic salary, allowance for length of service, regional allowances and individual allowance as school heads, which were approved in the VI Collective Agreement and are periodically updated. Actual salaries are the result of the negotiations between the employers' organizations and the teachers unions. In private independent schools, salaries are established in the IX National Collective Agreement of private schools, signed in 2011, without any participation of the education administrations, being the salary tables regularly updated. |
| Primary education | Central level Regional level | |
| General lower secondary education | Central level Regional level | |
| General upper secondary education | Central level Regional level | |
| The salaries of school heads are partly established by the national authority which establishes the basic salary, the extra pays, the amount for seniority and the allowance related to the level of the civil servant position held. The Autonomous Communities, by their part, establish the allowances related to the teaching profession, to in-service training and other salary supplements, as well as the allowance for exercising the responsibility as school head. Both levels of responsibility are considered as top/central level. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | The type of school is defined by the number of students or units (groups of students) it has. The education administration of each Autonomous Community establishes the number of students or units characterizing each school type. In any case, the schools 'type A' are the biggest ones and, therefore, where the school heads receive a higher individual allowance, which decreases as we advance in the classification till 'type F' for pre-primary and primary education and 'type D' for secondary education. Data on gross annual statutory salaries are from the Departments of Education of the Autonomous Communities and the Subdirector General of Staff of the Ministry of Education, Culture and Sport for the Autonomous Cities of Ceuta and Melilla. |
|---|------------------------|-------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary (type A) | 36 285 | 47 968 | No data | |
| Pre-primary (type F) | 30 214 | 41 897 | No data | |
| Primary (type A) | 36 285 | 47 968 | No data | |
| Primary (type F) | 30 214 | 41 897 | No data | |
| Lower secondary (type A) | 41 671 | 56 796 | | |
| Lower secondary (type F) Type D | 38 833 | 53 958 | | |
| Upper secondary (type A) | 41 671 | 56 796 | | |
| Upper secondary (type D) | 38 833 | 53 958 | | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications | |
| Further CPD qualifications Fixed amounts (they may be different for each level of education). Every five-six years, teachers who have done at least a minimum number of hours of recognised CPD activities receive a new extra-salary supplement. This supplement is different for each five/six-year period and may be different for the different educational levels. | Central |
| Positive teaching/management performance appraisal 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 during the rest of their active life. | Central |
| Additional responsibilities Fixed amounts (individual allowance). Concerning the working hours, school heads work officially the same number of hours as teachers. Their tasks as school heads are included within their working time, so their teaching load is reduced. | Central |
| Geographical location (high cost of living, disadvantaged or remote area) Fixed amounts (they may be different for each level of education). Geographical location allowances apply in Canary Islands, Balearic Islands and the cities of Ceuta and Melilla, as well as in 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. | Central |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances | |
| Participation in extracurricular activities | |
| Overtime Not applicable | |

FRANCE

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined using the same methods for public and private government pre-primary/primary schools; both remain under their teacher status, with extra bonuses. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | School heads' statutory salaries in pre-primary and primary schools are based on teachers' salaries plus allowances which vary according to the size of the school (number of classes), between EUR 2 103 to EUR 4 549 per year, the average being around EUR 3.400 per year. Data for school heads in secondary schools take into account the basic salary, the compensation for living in Paris or in other expensive areas, and two specific allowances for the school heads function, called 'indemnité de responsabilité des personnels de direction' and 'indemnités pour sujétions spéciales des personnels de direction'. Sources: decrees and administrative data. The gap (increase) for the heads in pre-primary and primary schools in 2013/14 at the start of the career, in comparison with the last year, comes from a more realistic hypothesis about the access to this level of responsibility: teachers have already at least ten years experience as teacher, before managing a school. |
|---|------------------------|-------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 31 285 | 49 741 | No data | |
| Primary | 31 285 | 49 741 | No data | |
| Lower secondary | 38 081 | 65 380 | 57 143 | |
| Upper secondary (Lycées) | 41 797 | 70 312 | 57 143 | |
| Upper secondary (Lycées professionnels) | 38 081 | 65 380 | | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Fixed amounts | Central |
| Geographical location (high cost of living, disadvantaged or remote area) % of the gross statutory salary | Central |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Fixed amounts | Central |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

CROATIA
TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--------------------------|--|
| Pre-primary education | Local level/municipality | For public schools all elements of teacher salaries are determined by the collective agreements between the government and school trade unions. In privately owned schools, teachers' basic statutory salaries are determined autonomously by the owner. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| <p>For primary and lower secondary schools, teacher transport costs - which make a part of teachers' and other school staff members monthly salary - are covered from the central budget whereas for upper secondary schools these costs are covered from the regional budget.</p> <p>In addition to regular funds that central government provides for teacher's salaries at primary and secondary levels, municipalities/cities or counties may provide additional funds to schools in order to employ teaching staff who will support students with disabilities. The amount of these additional funds is however highly dependent on the general availability of public funds on local/regional level on local/regional governments' political priorities.</p> <p>For primary and lower secondary schools, cities/municipalities may furthermore provide some funds to schools in order to employ staff dedicated to afternoon daycare.</p> | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 35 years. Data on gross statutory salaries are calculated based on the coefficients from governmental document regulating salaries of teachers and headmasters (as well as all the other public sector employees), available at http://narodne-novine.nn.hr/clanci/sluzbeni/2014_03_40_692.html . According to the Law on Salaries in Public Sector (available at http://narodne-novine.nn.hr/clanci/sluzbeni/2001_03_27_472.html) the basic statutory salary (S) in public sector in Croatia is calculated as the product of the national baseline salary amount (B), job complexity factor (C) and length-of-service increment (L) which is initially equal to one and increases by 0.005 for each year of service (Y): $S = B * C * (1 + 0.005 * Y)$. |
|---|------------------------|-------------|-----------------------|-------------|-----------------------------------|--------|---|
| | Basic statutory salary | | Average actual salary | | | | |
| | Minimum HRK | Minimum EUR | Maximum HRK | Maximum EUR | | HRK | |
| Pre-primary | No data | No data | No data | No data | Pre-primary level (ISCED0) | 85 752 | 11 244 |
| Primary | 66 292 | 8 692 | 94 942 | 12 449 | Primary level | 82 296 | 10 791 |
| Lower secondary | 66 292 | 8 692 | 108 388 | 14 212 | Lower secondary level | 82 296 | 10 791 |
| Upper secondary | 66 292 | 8 692 | 108 388 | 14 212 | Upper secondary level | 88 944 | 11 662 |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|---|------------------------|
| 2013/14: ↑: Reform of teachers' salaries Since april 2014 the new Governmental Decision Regarding Job Complexity Coefficients in Public Sector is implemented (http://narodne-novine.nn.hr/clanci/sluzbeni/2014_03_40_692.html) according to which the complexity coefficients for teachers was increased. | Further formal qualifications An increase of 8 % of the basic statutory salary for additional qualification at Master level and an increase of 15 % of the basic statutory salary for additional qualification at Doctorate level. | Central |
| | Further CPD qualifications Job complexity factor increases through three levels (1. level: novice; 2. level: mentor; 3. level: counsellor). | Central |
| | Positive teaching performance appraisal or students' results Not applicable | |
| | Additional responsibilities Not applicable | |
| | Geographical location (high cost of living, disadvantaged or remote area) The basic statutory salary is increased by 10 %. | Central |
| | Teaching pupils/students with special education needs or challenging circumstances The hourly fee for each class held with pupils with special needs is increased by 7-10 % from the regular hourly fee, depending on the structure of the class and the number of pupils with special needs. | Central |
| | Participation in extracurricular activities Not applicable | |
| | Overtime Each hour of overtime work is paid as 1.5 regular working hour. | Central |

CROATIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--------------------------|--|
| Pre-primary education | Local level/municipality | In privately owned schools, school heads' basic statutory salaries are determined autonomously by the owner. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | | Data on gross statutory salaries are calculated based on the coefficients from legislative document regulating salaries of teachers and headmasters (as well as all the other public sector employees), available at http://narodne-novine.nn.hr/clanci/sluzbeni/2014_03_40_692.html . According to the Law on Salaries in Public Sector (available at http://narodne-novine.nn.hr/clanci/sluzbeni/2001_03_27_472.html) the basic statutory salary (S) in public sector in Croatia is calculated as the product of the national baseline salary amount (B), job complexity factor (C) and length-of-service increment (L) which is initially equal to one and increases by 0.005 for each year of service (Y): $S = B * C * (1 + 0.005 * Y)$. |
|---|------------------------|---------|-----------------------|---------|----------------------------|--------|---|
| | Basic statutory salary | | Average actual salary | | | | |
| | HRK | EUR | HRK | EUR | HRK | EUR | |
| Pre-primary | No data | No data | No data | No data | Pre-primary level (ISCED0) | 85 752 | 11 244 |
| Primary (medium-sized) | 124 966 | 16 385 | 141 188 | 18 512 | Primary level | 82 296 | 10 791 |
| Primary (big) | 135 083 | 17 712 | 152 617 | 20 011 | | | |
| Primary (small) | 114 871 | 15 062 | 129 782 | 17 017 | Lower secondary level | 82 296 | 10 791 |
| Lower secondary (medium-sized) | 124 966 | 16 385 | 141 188 | 18 512 | | | |
| Lower secondary (big) | 135 083 | 17 712 | 152 617 | 20 011 | | | |
| Lower secondary (small) | 114 871 | 15 062 | 129 782 | 17 017 | Upper secondary level | 88 944 | 11 662 |
| Upper secondary (medium-sized) | 124 966 | 16 385 | 141 188 | 18 512 | | | |
| Upper secondary (big) | 135 083 | 17 712 | 152 617 | 20 011 | | | |
| Upper secondary (small) | 114 871 | 15 062 | 129 782 | 17 017 | | | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications An increase of 8 % of the basic statutory salary for additional qualification at Master level and an increase of 15 % of the basic statutory salary for additional qualification at Doctorate level. | Central |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Basic statutory salary increased by 10 % | Central |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

ITALY

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | |
|---|---------------|
| Pre-primary education | Central level |
| Primary education | Central level |
| General lower secondary education | Central level |
| General upper secondary education | Central level |

| Salaries in the private sector |
|--------------------------------|
| No data |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 35 years. Data on statutory salaries are from the National Collective Contract. |
|---|------------------------|-------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 23 048 | 33 885 | 27 700 | |
| Primary | 23 048 | 33 885 | 27 700 | |
| Lower secondary | 24 846 | 37 212 | 29 207 | |
| Upper secondary (teachers obtained Laurea/Master's degree) | 24 846 | 38 902 | 31 622 | |
| Upper secondary (teachers completed non-university studies) | 23 048 | 34 867 | | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|---|
| 2013/14: No change: salaries frozen | <p>Further formal qualifications Not applicable</p> <p>Further CPD qualifications Not applicable</p> <p>Positive teaching performance appraisal or students' results Not applicable</p> <p>Additional responsibilities It depends on the number of hours.</p> <p>Geographical location (high cost of living, disadvantaged or remote area) Schools participating in so-called 'disadvantaged areas' projects, autonomously allocate their specific budget between all involved teachers.</p> <p>Teaching pupils/students with special education needs or challenging circumstances Not applicable</p> <p>Participation in extracurricular activities It depends on the number of hours.</p> <p>Overtime It depends on the number of hours.</p> | <p>School</p> <p>School</p> <p>School</p> <p>School</p> <p>School</p> |

ITALY

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--------------------------------|
| Pre-primary education | Central level | No data |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on statutory salaries are from the National Collective Contract and are referred only at the fixed part. Data on actual salaries are from the national administrative register of all the monthly payrolls of individual school managers. As each school generally comprises several levels, it is not possible to give actual figures separately for each level. The annual amount is estimated from the available payrolls until December 2013. |
|---|------------------------|----------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | Not applicable | Not applicable | Not applicable | |
| Primary | 47 167 | 47 167 | 63 030 | |
| Lower secondary | 47 167 | 47 167 | 63 030 | |
| Upper secondary | 47 167 | 47 167 | 63 030 | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Each region shares between school managers 15/85th of the sum of basic salaries and other allowances of every school manager of the region. | Regional |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |
| In addition, there are allowances that depend on the complexity of schools and are defined at regional level. | |

CYPRUS

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Teachers' salaries in private schools are contractual. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 22 years. Data on gross annual statutory salaries are from the Government Budget. |
|---|------------------------|----------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 23 885 | 58 107 | 39 837 | |
| Primary | 23 885 | 58 107 | 39 297 | |
| Lower secondary | 23 885 | 58 107 | 40 077 | |
| Upper secondary | 23 885 | 58 107 | 40 077 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels | |
|---|---|------------------------|--|
| 2013/14: ↓ : General salary adjustment for all public employees All retirement benefits (pension, redundancy payments, etc.) and all the deductions referring to social security and pension contribution are calculated on the basis of basic gross annual statutory salaries that are frozen. The statutory salaries for new teachers entering the profession appointed after 1 January 2012 were reduced by 10 %. In addition, due to economic crises, the following gradual deductions have been enforced with progressive rates: (a) Special Salaries Deduction. As from October 2011 starting from 2.5 % for gross monthly salaries between EUR 1 501 and EUR 2 500 rising to 3.5 % for salaries higher than EUR 3 501. (b) Emoluments' Deduction. As from January 2014 starting from 3,8 % for salaries up to EUR 1.000 , rising to 17.5 % for salaries higher than EUR 4 001. Those deductions are not reflected in the budget and are considered temporary. | Further formal qualifications Not applicable | (-) | |
| | Further CPD qualifications Not applicable | (-) | |
| | Positive teaching performance appraisal or students' results Not applicable | (-) | |
| | Additional responsibilities Not applicable | (-) | |
| | Geographical location (high cost of living, disadvantaged or remote area) Not applicable | (-) | |
| | Teaching pupils/students with special education needs or challenging circumstances Not applicable | (-) | |
| | Participation in extracurricular activities Not applicable | (-) | |
| | Overtime Not applicable | (-) | |
| | The above mentioned allowance has been terminated as from January 2013 due to budgetary restrictions. | | |

CYPRUS

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' salaries in private schools are contractual. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on gross annual statutory salaries are from the Government Budget. Pre-primary and primary school heads' basic salaries are based on salary scale A12 and annual increments up to the amount of EUR 48 176. Secondary school heads' basic salaries are based on salary scale A13. |
|---|------------------------|----------------|------------------------------|--|
| | Basic statutory salary | | Average actual salary EUR | |
| | Minimum EUR | Maximum EUR | | |
| Pre-primary | 48 724 | 69 220 | No data | |
| Primary | 48 724 | 69 220 | 60 267 | |
| Lower secondary | 57 694 | 71 359 | 70 695 | |
| Upper secondary | 57 694 | 71 359 | 70 695 | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

LATVIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Methods for the calculation are the same for all schools where licensed education programmes are offered. In the private sector, the school board decides about salaries taking into account the Regulation of the Cabinet of Ministers No 836, because many of the private schools (with the exception of the International school) receive state earmarked subsidy for salaries of teaching staff. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| <p>Central level sets the lowest salary rate and school heads are responsible for the definition of teachers' salaries taking into account monthly salary rate and workload. This must be coordinated with the founder of the education institution (municipality or the Ministry of Education, or the Ministry of Culture). According to the regulation in force (Regulation No 836, 28 July 2009; http://www.likumi.lv/doc.php?id=195578), the local governments decide on salaries for teachers, not lower than it is stated in the Regulation. Minimum salary rate for teachers who work with pre-primary education programmes for 5 and 6 year old children is set at central level as for all other teachers in the Latvian education system and salaries for teachers who realise educational programme for 5 and 6 years old children are financed by the Central budget, but for teachers who realise programme for 1-5 year olds – by the local government budget.</p> | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: More than 10 years. |
|--|------------------------|---------|----------------------------|--------|---|
| | Basic statutory salary | | Average actual salary | | |
| | Minimum | Maximum | | | The Cabinet of Ministers (Regulation No 836, 28 July 2009) sets lowest salary rates per month for teachers with work experience less than 5 years (4 610), from 5 to 10 years (4 695), and more than 10 years (4 781). Data on actual gross salary are from the Ministry of Education and Science, the State Education Information System. Ref. year: 2013/14 school year. Data are taken on October 2013, taking into account the respective type of education institution and position. |
| EUR | EUR | EUR | | | |
| Pre-primary | 4 610 | 4 781 | Pre-primary level (ISCED0) | 6 697 | |
| Primary | 4 610 | 4 781 | Primary level | 9 534 | |
| Lower secondary | 4 610 | 4 781 | Lower secondary level | 9 534 | |
| Upper secondary | 4 610 | 4 781 | Upper secondary level | 10 492 | |
| <p>Average salary (including state social insurance mandatory contributions) of integrated primary and lower secondary education teacher comprises EUR 794 per month. Average salary (including state social insurance mandatory contributions) of general upper secondary education teacher comprises EUR 874 per month. It is calculated taking into account salaries of those teachers who work from 1 to 1.9 workload (1 workload includes 21 hours, maximum allowable working time in one institution is 40 working hours per week). Average teacher salary includes payment for teaching work, including all additional responsibilities, additional pedagogic work, as for instance additional work of extra-curricular activities (interest-related or hobby education), boarding-school teacher responsibilities. The funding includes public funding in total. Because of several changes in the State Education Information System, data may not be comparable to the previous years.</p> | | | | | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--------------------------|---|------------------------|
| 2013/14: | Further formal qualifications | |
| No change | Not applicable | |
| | Further CPD qualifications | |
| | Not applicable | |
| | Positive teaching performance appraisal or students' results | Central School |
| | Teachers who in the framework of European Social Fund project "Promotion of Educators' Competitiveness within the Optimization of Educational System" have obtained 3rd, 4th and 5th quality level are entitled to get an allowance of 8 %, 20 % and 25 % respectively, calculated from the minimum salary rate. (Directors of general and vocational schools, their deputies, heads of units and methodologists are entitled to this allowance for their pedagogical work calculated from the minimums salary rate of teachers). Additional allowance up to 7 % of teachers' salary fund of the institution. | |
| | Additional responsibilities | School |
| | 1) Additional payment for additional teaching/pedagogic work (except substitution of absent teacher), up to 20 % of the monthly basic salary or hourly tariff rate. 2) A teaching workload includes also individual work with a pupil, marking/correcting of written tests/works, a class upbringing work: (a) class upbringing work has tariffed as up to six hours per week; (b) correcting/marking of written works in languages, literature and mathematic - up to six hours per one work rate in a week, in other subjects - up to one hour in a week per work rate; (c) preparation to the lessons - up to two hours in a week per work rate; (d) individual work with pupils has tariffed up to two work hours in a week par work rate (for teachers in state gymnasiums - more than two hours per work rate in a week). | |
| | Geographical location (high cost of living, disadvantaged or remote area) | |
| | Not applicable | |
| | Teaching pupils/students with special education needs or challenging circumstances | Central |
| | 10-30 % of the monthly basic salary | |
| | Participation in extracurricular activities | |
| | Not applicable | |
| | Overtime | |
| | Not applicable | |
| | <p>There are, in addition, allowances for:</p> <p>1) Teachers of state gymnasiums and vocational education competence centres: 10 % of monthly salary;</p> <p>2) Divided day for teachers whose workload does not exceed one work rate and who agree to divide working day in two parts, if a break is longer than two hours: 20 % of teacher monthly salary rate or according to hourly rate proportionally to number of work hours for working time of divided working day. Salary rate per hour is calculated by dividing monthly salary rate with 84 for 21 hours per week; with 96 for 24 hours per week; with 120 for 30 hours per week; with 144.7 for 36 hours per week; with 168.7 for 40 hours per week; with 64 for 640 hours per year; with 75.6 for 756 hours per year; with 96 for 960 hours per year. Teacher's work load - total amount of tariffied hours per week (year) should not exceed 40 hours working week (except substitution of absent colleague).</p> | |

LATVIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|--|--|--|
| Pre-primary education | Central level Local level/municipality | In the private sector, the school board decides about salaries taking into account the Regulation of the Cabinet of Ministers because many of the private schools (with the exception of the International school) receive state earmarked subsidy for salaries of teaching staff. |
| Primary education | Central level Local level/municipality | |
| General lower secondary education | Central level Local level/municipality | |
| General upper secondary education | Central level Local level/municipality | |
| For pre-primary education institutions' heads, the lowest salary rate is defined and salaries are financed by local authorities. For primary, lower secondary and upper secondary school heads, the lowest salary rate is set by central authority while their salaries defined for different size of schools are set by the founders – local authority or the ministry. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | |
|---|------------------------|-------------|----------------------------|--------|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | | EUR |
| Pre-primary | NA | No data | Pre-primary level (ISCED0) | 9 879 |
| Primary (between 251 and 400 pupils) | 9 135 | No data | Primary level | 12 379 |
| Primary (between 601 and 800 pupils) | 10 125 | No data | | |
| Primary (between 1 001 and 1 200 pupils) | 11 201 | No data | | |
| Lower secondary (between 251 and 400 pupils) | 9 135 | No data | Lower secondary level | 12 003 |
| Lower secondary (between 601 and 800 pupils) | 10 125 | No data | | |
| Lower secondary (between 1 001 and 1 200 pupils) | 11 201 | No data | | |
| Upper secondary (between 251 and 400 pupils) | 9 135 | No data | Upper secondary level | 13 455 |
| Upper secondary (between 601 and 800 pupils) | 10 125 | No data | | |
| Upper secondary (between 1 001 and 1 200 pupils) | 11 201 | No data | | |

Since September 2012, there are 16 minimum monthly salary rate categories according to the size of the education institution, between EUR 700 per month for schools with less than 100 pupils and EUR 1 371 per month for schools with more than 2 601 pupils. Source: Regulation of the Cabinet of Ministers No 836, 28 July, 2009; <http://likumi.lv/doc.php?id=195578>. In the table, only three reference values are indicated. Data on average actual salaries are from the Ministry of Education and Science, the State Education Information System. Ref. year: 2013/14 school year. Data are taken on October 2013, taking into account the respective type of education institution and position. Upper secondary level includes school heads' salaries of gymnasiums, state gymnasiums and evening schools.

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Teachers who in the framework of European Social Fund project 'Promotion of Educators' Competitiveness within the Optimization of Educational System' have obtained 3rd, 4th and 5th quality level are entitled to get an allowance of 8 %, 20 % and 25 % respectively, calculated from the minimum salary rate. Directors of general and vocational schools, their deputies, heads of units and methodologists are entitled to this allowance for their pedagogical work calculated from the minimums salary rate of teachers. | Central Local |
| Additional responsibilities Amount of additional teaching work together with tariffied head's work rate may not exceed 1.3 of work rate. Monthly salary is calculated as following: monthly salary rate multiplied by actual workload per week and divided by number of hours per week, which corresponds to one monthly salary rate. School head may teach up to 12 contact hours. The allowance for this additional responsibility is calculated according to the teachers' salary calculation principle (21 contact hours). The allowances funding is from both the state and municipality budget, but in some cases (low number of pupils in school) only from municipality budget. | Central Local |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 10-30 % of the monthly basic salary. Amount of additional teaching work together with tariffied head's work rate may not exceed 1.3 of work rate. | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

LITHUANIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 15 years and more. |
|---|------------------------|-------|---------|-------|-----------------------|---------|--|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | LTL | EUR | |
| | LTL | EUR | LTL | EUR | LTL | EUR | |
| Pre-primary | 16 104 | 4 664 | 29 573 | 8 565 | No data | No data | |
| Primary | 13 030 | 3 774 | 24 010 | 6 954 | No data | No data | |
| Lower secondary | 13 030 | 3 774 | 24 010 | 6 954 | No data | No data | |
| Upper secondary | 13 030 | 3 774 | 24 010 | 6 954 | No data | No data | |

Data on gross annual statutory salaries are from the Procedure of Salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by the Minister of Education and Science (order No V-1245, 19 December 2013) and from the Improvement of remuneration arrangements of budgetary institutions and organizations workers, approved by the Government of the Republic of Lithuania (resolution No 511, 8 July 1993).

The specific size of the salary coefficient depends on the teachers' education, experience and his/her qualification category. The salary coefficient is determined by the school head in agreement with employee representatives. The minimum and the maximum basic gross annual statutory salaries are calculated on the basis of 18 pedagogical hours per week. The tariff-based salaries for teachers may also include 0,5-5 hours (in the event that a teacher has 18 class contact hours per week) for these activities: checking of pupils' written work, preparation for lessons of laboratory work, class management, practical training and research, work planning, event organization, preparation of projects and participation in these projects and other additional activities.

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|--|---|
| 2013/14: No change : salaries frozen | <p>Further formal qualifications Teachers who are holders of a scientific degree or a pedagogical (academic) title and who teach in the field of their specialisation may be paid monthly premiums equal to 1 basic monthly salary.</p> <p>Further CPD qualifications Not applicable</p> <p>Positive teaching performance appraisal or students' results Percentage of the basic salary</p> <p>Additional responsibilities Percentage of the basic salary</p> <p>Geographical location (high cost of living, disadvantaged or remote area) Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances Percentage of the basic salary</p> <p>Participation in extracurricular activities Additional tariff-based hours</p> <p>Overtime Not applicable</p> | <p>Central School</p> <p>School</p> <p>Central School</p> <p>Central School</p> <p>Central School</p> <p>Central School</p> |
| | Schools heads has the right to determine other payments. | |

LITHUANIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | Data on gross annual statutory salaries are from the Procedure of Salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by the Minister of Education and Science (order No V-1245, 19 December 2013) and from the Improvement of remuneration arrangements of budgetary institutions and organizations workers, approved by the Government of the Republic of Lithuania (resolution No 511, 8 July 1993). The specific size of the salary coefficient depends on the number of pupils in the school and the school heads' managerial qualification category and teaching experience. School heads are required to have five contact hours per week. The salary coefficients for school heads include payment for preparation for lessons and checking of written work. | | |
|---|------------------------|-------|---------|--------|-----------------------|---|--|-----|
| | Basic statutory salary | | | | Average actual salary | | | |
| | Minimum | | Maximum | | LTL | | | EUR |
| | LTL | EUR | LTL | EUR | LTL | EUR | | |
| Pre-primary | 26 279 | 7 611 | 58 853 | 17 045 | No data | No data | | |
| Primary | 32 574 | 9 434 | 63 538 | 18 402 | No data | No data | | |
| Lower secondary | 32 574 | 9 434 | 63 538 | 18 402 | No data | No data | | |
| Upper secondary | 32 574 | 9 434 | 63 538 | 18 402 | No data | No data | | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications The founder may establish a premium that is equal to one basic salary, 0.5 - for school heads without managerial qualification category. | Central Municipal |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Percentage of the basic salary | Central Municipal |
| Additional responsibilities Percentage of the basic salary | Central Municipal |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Percentage of the basic salary | Central Municipal |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |
| Schools founder has the right to determine other payments. | |

LUXEMBOURG

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central Level | Private grant-aided and private independent schools determine their school heads' basic statutory salaries themselves. |
| Primary education | Central Level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| There are no school heads in pre-primary and primary education institutions. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on basic gross annual statutory salaries and data on average actual salaries are from the teacher remuneration tables of the Ministry of Education. Ref. year: 1/10/2013 (minimum based on 540 pts and maximum on 650 pts). |
|---|------------------------|----------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | Not applicable | Not applicable | No Data | |
| Primary | Not applicable | Not applicable | No Data | |
| Lower secondary | 126 811 | 152 642 | No Data | |
| Upper secondary | 126 811 | 152 642 | No Data | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

HUNGARY

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Regulations stipulate the same promotion system for all teachers regardless of the employer |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 42 years. Source: Act on Public Education (CXC, 2011); Gov. Decree No 483/2013 (XII.17.) |
|---|------------------------|-------|-----------|--------|-----------------------|-------|---|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | HUF | EUR | |
| | HUF | EUR | HUF | EUR | | | |
| Pre-primary | 1 443 336 | 4 696 | 3 651 804 | 11 881 | 2 187 800 | 7 118 | |
| Primary | 1 922 004 | 6 253 | 3 651 804 | 11 881 | 2 440 800 | 7 941 | |
| Lower secondary | 1 922 004 | 6 253 | 4 001 268 | 13 018 | 2 440 800 | 7 941 | |
| Upper secondary | 2 105 928 | 6 851 | 4 001 268 | 13 018 | 2 781 700 | 9 050 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|---|
| <p>2013/14:</p> <p>↑: Reform of teachers' salaries</p> <p>Teachers' salaries have been increased in order to motivate young people to be a teacher and to motivate teachers for professional development</p> | <p>Further formal qualifications</p> <p>Further CPD qualifications</p> <p>Positive teaching performance appraisal or students' results</p> <p>Additional responsibilities</p> <p>1) Allowance for leadership: 20-40 % of HUF 120 278, 160 167 or 175 494 /month (for the deputy school head/s), 5-10 % of HUF 120 278, 160 167 or 175 494 /month (for the team leaders of working groups of teachers), 20-40 % of HUF 120 278, 160 167 or 175 494 /month (for the school/kindergarten division head/s) 20 % of HUF 120 278, 160 167 or 175 494 /month (for the deputy head/s of school/kindergarten division/s)</p> <p>2) Allowance for form teachers: 10-30 % of HUF 160 167 or 175 494 /month</p> <p>3) Allowance for teaching ethnic minority classes in an ethnic minority language: 10 % of 120 278, 160 167 or 175 494 /month</p> <p>4) Allowance for former school head/s working at the same school: 25 % of his/her former school head allowance (only after more than 10 year leadership)</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>1) Allowance for teaching SEN pupils/students: 5-10 % of 120 278, 160 167 or 175 494/month</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Allowance for teaching at schools in disadvantaged areas: 10-30 % of HUF 120 278, 160 167 or 175 494/month</p> <p>Participation in extracurricular activities</p> <p>Overtime</p> <p>Hourly pay rate for overtime: the basic salary is divided by 138.5</p> | <p>Central</p> <p>Central</p> <p>Central</p> <p>Central</p> |

HUNGARY

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--------------------------------|
| Pre-primary education | Central level | No data |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | School heads' basic gross annual statutory salaries shown in this figure correspond to the statutory salaries of teachers plus the allowance for school head leadership (40-80 % of HUF 160 167 or 175 494 /month). | | |
|---|------------------------|--------|-----------------------|--------|---------|---|--|-----|
| | Basic statutory salary | | Average actual salary | | | | | |
| | HUF | EUR | HUF | EUR | HUF | | | EUR |
| Pre-primary | 3 267 408 | 10 630 | 5 189 412 | 16 883 | No data | No data | | |
| Primary | 3 267 408 | 10 630 | 5 189 412 | 16 883 | No data | No data | | |
| Lower secondary | 3 267 408 | 10 630 | 5 686 008 | 18 499 | No data | No data | | |
| Upper secondary | 3 580 080 | 11 647 | 5 686 008 | 18 499 | No data | No data | | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications | |
| Further CPD qualifications | |
| Positive teaching/management performance appraisal | |
| Additional responsibilities | Central |
| Allowance for teaching ethnic minority classes in an ethnic minority language: 10 % of 160 167 or 175 494 /month | |
| Geographical location (high cost of living, disadvantaged or remote area) | Central |
| 1) Allowance for teaching SEN pupils/students: 5-10 % of 160 167 or 175 494 /month | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances | Central |
| Allowance for teaching at schools in disadvantaged areas: 10-30 % of HUF 160 167 or 175 494 /month | |
| Participation in extracurricular activities | |
| Overtime | Central |
| Hourly pay rate for overtime: the basic salary is divided by 138.5 | |

MALTA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| N/A | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Kindergarten Assistant 1 (pre-primary teacher): 12 years Kindergarten Assistant 2 (pre-primary teacher): 7 years Teacher (primary, lower secondary and upper secondary): 18 years |
|---|------------------------|-------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary (Kindergarten Assistant 1) | 12 457 | 16 184 | No data | |
| Pre-primary (Kindergarten Assistant 2) | 15 106 | 19 582 | No data | |
| Primary | 18 254 | 23 997 | No data | |
| Lower secondary | 18 254 | 23 997 | No data | |
| Upper secondary | 18 254 | 23 997 | No data | |

Data on basic gross annual statutory salaries are from the Financial Estimates for 2014 presented by the Ministry for Finance. <https://www.gov.mt/en/Pages/budget2014.aspx> [Budgetary Estimates 2014 - Financial Estimates 2014 - 25 Appendices - I. Schedule Grades.pdf]. Teachers' salaries for upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates.

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|--|
| <p>2013/14:</p> <p>↑: General salary adjustment for all public employees</p> <p>In October 2012 a Collective Agreement for all public service employees came into force granting them a 2.5 % annual salary increase for the years between 2011 and 2016.</p> | <p>Further formal qualifications</p> <p>A single, fixed allowance depending on the qualification achieved as long as the degree/diploma is not a pre-requisite qualification for appointment in the relevant grade. Only one allowance is granted that to the highest additional qualification obtained.</p> <p>Diploma: EUR 349 per annum; Degree: EUR 466 per annum; Master: EUR 699 per annum; Doctorate: EUR 932 per annum</p> <p>Further CPD qualifications</p> <p>EUR 11.65 per hour. This payment refers to three two-hourly compulsory professional development sessions held after school hours during each school year.</p> <p>Positive teaching performance appraisal or students' results</p> <p>Not applicable</p> <p>Additional responsibilities</p> <p>Kindergarten Assistants (pre-primary level) receive a EUR 300 allowance per annum. Teachers from primary to upper secondary level receive an allowance of EUR 600, EUR 650 or EUR 800 per annum depending on the number of years of service. Heads of department receive a EUR 1 100 annual allowance.</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>Not applicable</p> | <p>Central</p> <p>Central</p> <p>Central</p> |

MALTA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| School heads' salaries for upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on basic gross annual statutory salaries are from the Financial Estimates for 2014 presented by the Ministry for Finance. https://www.gov.mt/en/Pages/budget2014.aspx [Budgetary Estimates 2014 - Financial Estimates 2014 - 25 Appendices - I. Schedule Grades.pdf]. Teachers' salaries for upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates. |
|---|------------------------|-------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 22 268 | 25 846 | No data | |
| Primary | 22 268 | 25 846 | No data | |
| Lower secondary | 22 268 | 25 846 | No data | |
| Upper secondary | 22 268 | 25 846 | No data | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| <p>Further formal qualifications</p> <p>A single, fixed allowance depending on the qualification achieved as long as the degree/diploma is not a pre-requisite qualification for appointment in the relevant grade. Only one allowance is given, that to the highest additional qualification obtained.</p> <p>Diploma: EUR 349 per annum Degree: EUR 466 per annum Master: EUR 699 per annum Doctorate: EUR 932 per annum</p> | Central |
| <p>Further CPD qualifications</p> <p>EUR 11.65 per hour. This payment refers to three two-hourly compulsory professional development sessions held after school hours during each school year.</p> | Central |
| <p>Positive teaching/management performance appraisal</p> <p>Not applicable</p> | |
| <p>Additional responsibilities</p> <p>EUR 2 500, EUR 3 000, EUR 3 500 or EUR 4 000 per year depending upon the number of pupils. The minimum allowance is attributed to heads of school with less than 500 pupils while the maximum allowance is attributed to heads of school with more than 900 pupils.</p> | Central |
| <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> | |
| <p>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> | |
| <p>Participation in extracurricular activities</p> <p>Not applicable</p> | |
| <p>Overtime</p> <p>Not applicable</p> | |
| N/A | |

THE NETHERLANDS

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined following the same methods for public, private government dependent schools. No data available for private independent schools, which are only a few. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Not applicable | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Primary level 15 years and 12 years in (upper) Secondary level since 2014 |
|---|------------------------|-------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | No data | No data | No data | |
| Primary level | 32 225 | 50 993 | No data | |
| Secondary level (ISCED2) | 34 230 | 70 458 | No data | |
| Upper secondary level (LB) (ISCED 3; only general secondary education included) | 34 230 | 70 458 | No data | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|---|------------------------|
| 2013/14: | Further formal qualifications | School |
| No Change: Salaries frozen | Information on method of calculation and reference values not available | |
| | Further CPD qualifications | School |
| | Information on method of calculation and reference values not available | |
| | Positive teaching performance appraisal or students' results | School |
| | Information on method of calculation and reference values not available | |
| | Additional responsibilities | School |
| | Information on method of calculation and reference values not available | |
| | Geographical location (high cost of living, disadvantaged or remote area) | |
| | Not applicable | |
| | Teaching pupils/students with special education needs or challenging circumstances | |
| Not applicable | | |
| Participation in extracurricular activities | School | |
| Information on method of calculation and reference values not available | | |
| Overtime | School | |
| Information on method of calculation and reference values not available | | |
| Primary education: a teacher gets an allowance of EUR 850 a year (paid monthly) and an allowance of EUR 715.21 (paid in August), as soon as he/she has reached the maximum salary. Secondary education: a teacher gets an allowance of EUR 1 331 a year (paid in August), as soon as he/she has reached the maximum salary. Other salary allowances are possible but are hardly used by schools. | | |

THE NETHERLANDS

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined following the same methods for public, private government dependent schools. No data available for private independent schools, which are only a few. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Not applicable | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | School leader in secondary education refers to the fact that a school head works only within the school. A Chairman Central Board is not only responsible for one school but has broader responsibilities for more schools within the same Board. |
|---|------------------------|-------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | no data | no data | No data | |
| Primary | 39 945 | 74 169 | No data | |
| Secondary level (ISCED 2) | 44 367 | 90 315 | No data | |
| Upper secondary level (ISCED 3; only general secondary education included) | 44 367 | 90 315 | No data | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Information on method of calculation and reference values not available | School |
| Further CPD qualifications Information on method of calculation and reference values not available | School |
| Positive teaching/management performance appraisal Information on method of calculation and reference values not available | School |
| Additional responsibilities Information on method of calculation and reference values not available | School |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Information on method of calculation and reference values not available | School |
| Overtime Information on method of calculation and reference values not available | School |
| Every school leader in primary education gets an allowance of EUR 298 a month and an allowance of EUR 238 in August. Other salary allowances are possible but are hardly used by schools. | |

AUSTRIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|----------------|--|
| Pre-primary education | Regional level | The same regulations apply for public and private grant-aided schools. At private independent schools, in general, the owner of the school defines the teachers' basic statutory salaries. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Basic statutory salaries are regulated by Federal Remuneration Act. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 34 years. Data on basic statutory salaries are from the Federal Remuneration Act. Ref. year: 2014 (March-December) Average actual salaries are calculated using SAP data. Only teachers at the academic secondary schools were considered. School heads are included. Ref. year: 2013. |
|---|------------------------|-------------|-----------------------|--|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | No data | No data | No data | |
| Primary | 29 802 | 57 032 | No data | |
| Lower secondary (Academic schools) | 32 767 | 68 730 | 59 639 | |
| Lower secondary (General schools) | 29 802 | 57 032 | No data | |
| Upper secondary (Academic schools) | 32 767 | 68 730 | 59 639 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|--|---|
| <p>2013/14:</p> <p>↑: General salary adjustment for all public employees</p> <p>A reform of teachers' salaries was decided in 2013 and will become effective from 1 September 2015. It was agreed upon higher initial salaries and a change of the salary progression scheme (away from the strong tendency towards higher salaries for longer service).</p> | <p>Further formal qualifications</p> <p>Not applicable</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>Lump sum bonus for outstanding performance or involvement in particularly successful projects</p> <p>Additional responsibilities</p> <p>These allowances are in general defined as fixed amounts. However, the allowance for additional management responsibilities (department head in vocational education) is based on the teacher's length of service and the number of classes which fall into his or her responsibility.</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>These allowances are in general defined as fixed amounts. However, the allowance for additional management responsibilities (department head in vocational education) is based on the teacher's length of service and the number of classes which fall into his or her responsibility.</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>Teachers receive extra payment for overtime if they exceed their fixed legally defined teaching load. The calculation is based on a fixed percentage of the gross salary. Detailed regulations apply if teachers fall ill or are not able to give lessons as foreseen because of other reasons.</p> <p>All allowances are regulated by federal laws. The decision on which particular teacher receives a certain allowance is made at regional and school level.</p> | <p>Central Regional School</p> <p>Central Regional School</p> <p>Central Regional School</p> <p>Central Regional School</p> |

AUSTRIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|----------------|---|
| Pre-primary education | Regional level | School heads' basic statutory salaries are defined using the same methods for public and private grant-aided schools. At private independent schools, in general, the owner of the school defines the school heads' basic statutory salaries. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Basic statutory salaries are regulated by Federal Remuneration Act. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on basic statutory salaries are from the Federal Remuneration Act. |
|---|------------------------|----------------|------------------------------|---|
| | Basic statutory salary | | Average actual salary EUR | |
| | Minimum EUR | Maximum EUR | | |
| Pre-primary | No data | No data | No data | |
| Primary (big) | 40 594 | 65 950 | No data | |
| Primary (small) | 35 736 | 60 441 | No data | |
| Lower secondary (> 4 classes, General schools) | 40 594 | 65 950 | No data | |
| Lower secondary (small) | 35 736 | 60 441 | No data | |
| Upper secondary (> 12 classes, Academic secondary schools) | 53 136 | 80 891 | No data | |
| Upper secondary (small) | 48 850 | 76 024 | No data | |

| Salary allowances for school heads | Decision making levels |
|---|-----------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Lump sum bonus for outstanding performance or involvement in particular successful projects | Central Regional School |
| Additional responsibilities These allowances are in general defined as fixed amounts. However, the allowance for additional management responsibilities (department head in vocational education) is based on the teacher's length of service and the number of classes which fall into his or her responsibility. | Central Regional School |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances These allowances are in general defined as fixed amounts. However, the allowance for additional management responsibilities (department head in vocational education) is based on the teacher's length of service and the number of classes which fall into his or her responsibility. | Central Regional School |
| Participation in extracurricular activities Not applicable | |
| Overtime School heads receive extra payment for overtime if they exceed their fixed legally defined teaching load. The calculation is based on a fixed percentage of the gross salary. Detailed regulations apply if the school head falls ill or is not able to give lessons as foreseen because of other reasons. Depending on the size of the school, school heads are granted a reduction of the teaching load (up to 100 % at big schools). If school heads give lessons, they are eligible for all teachers' allowances. | Central Regional School |

POLAND

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | |
|---|---------------|
| Pre-primary education | Central level |
| Primary education | Central level |
| General lower secondary education | Central level |
| General upper secondary education | Central level |

Salaries in the private sector

Teachers' basic statutory salaries at private grant-aided and private independent schools are defined in accordance with the Labour Code as well as in the remuneration rules applicable in particular school statutes.

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 20 years. |
|---|------------------------|---------|--------|--------|-----------------------|--------|---|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | Maximum | | | | | |
| | PLN | EUR | PLN | EUR | PLN | EUR | |
| Pre-primary | 22 805 | 5 449 | 38 054 | 9 092 | 49 005 | 11 709 | 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. Minimum and maximum teacher's gross annual statutory salaries for primary and lower secondary education are calculated for teachers with minimum full qualifications. However, approximately 90 % of teachers have higher levels of qualification and receive higher remuneration. The reference year for actual salaries is 2012/13 (Source: School Education Information System (SIO), March 2012). |
| Primary | 22 805 | 5 449 | 38 054 | 9 092 | 56 168 | 13 420 | |
| Lower secondary | 25 687 | 6 137 | 43 390 | 10 367 | 57 079 | 13 638 | |
| Upper secondary | 29 043 | 6 939 | 49 666 | 11 867 | 55 821 | 13 337 | |

Salary increase/decrease

2013/14:

No change:

Statutory salaries of teachers have not changed in the school year 2013/14. The small increase in maximum salaries is due to the increase in the 13th month payment. The increase in the 13th month payment is due to the increase in teacher salaries on the 1 September 2012 by 3.8 %. (The 13th month payment is disbursed for the previous year.)

| Salary allowances for teachers | | Decision making levels |
|---|--|--------------------------|
| Further formal qualifications | | Central |
| The amount specified in the regulation for different levels of education obtained. | | |
| Further CPD qualifications | | |
| Not applicable | | |
| Positive teaching performance appraisal or students' results | | Central Local School |
| Motivation incentive (teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, exceptionally effective in fulfilling tasks and duties and implementing into the school life educational priorities of the school governing body in accordance with local education policy): the amount specified in the regulations adopted by the local governments and upon a decision of the school head. In addition, awards may be granted for outstanding assessment in the evaluation of teacher's performance and for outstanding educational and pedagogical achievements. | | |
| Additional responsibilities | | Central Local School |
| The amount specified in the regulations adopted by the local self-governments and upon a decision of the school head. | | |
| Geographical location (high cost of living, disadvantaged or remote area) | | Central Local |
| 10 % of basic gross annual statutory salary lowered by the amount of seniority allowance and the 13th month salary for working in a rural area or in a town of a population of less than 5 000. Accommodation allowance: the amount specified in the regulations adopted by the local governments. | | |
| Teaching pupils/students with special education needs or challenging circumstances | | Central Local |
| The amount specified in the regulations adopted by the local governments. | | |
| Participation in extracurricular activities | | |
| Not applicable | | |
| Overtime | | Central |
| Payment for one hour overtime = personal rate of basic monthly salary (seniority allowance and the 13th month salary excluded) divided by (4.16 x compulsory teaching hours weekly) | | |
| Other awards can be granted for different activities. | | |

POLAND

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | School heads' basic statutory salaries at private grant-aided and private independent schools are defined in accordance with the Labour Code as well as in the remuneration rules applicable in particular school statutes. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | 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. The reference year for actual salaries is 2012/2013 (Source: School Education Information System (SIO), March 2012). | |
|---|------------------------|-------|---------|--------|-----------------------|--|--|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | | | |
| | PLN | EUR | PLN | EUR | PLN | EUR | |
| Pre-primary | 29 015 | 6 933 | 38 054 | 9 092 | 71 982 | 17 199 | |
| Primary | 29 015 | 6 933 | 38 054 | 9 092 | 76 530 | 18 286 | |
| Lower secondary | 32 910 | 7 863 | 43 390 | 10 367 | 78 441 | 18 742 | |
| Upper secondary | 37 606 | 8 985 | 49 666 | 11 867 | 79 039 | 18 885 | |

| Salary allowances for school heads | Decision making levels |
|--|--------------------------|
| Further formal qualifications The amount specified in the regulation for different levels of qualification obtained. | Central |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Motivation incentive (teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, exceptionally effective in fulfilling tasks and duties and implementing into the school life educational priorities of the school governing body in accordance with local education policy): the amount specified in the regulations adopted by the local governments and upon a decision of the school head. In addition, awards may be granted for outstanding assessment in the evaluation of teacher's performance and for outstanding educational and pedagogical achievements. | Central Local School |
| Additional responsibilities Additional responsibilities including managerial responsibilities, class headship, methodological advisory role or supervision and consultation for trainee teachers. The amount of this allowance depends on a decision of the school running body. | Central Local School |
| Geographical location (high cost of living, disadvantaged or remote area) 10 % of basic gross annual statutory salary lowered by the amount of seniority allowance and the 13th month salary for working in a rural area or in a town of a population of less than 5 000. Accommodation allowance: the amount specified in the regulations adopted by the local governments. | Central Local |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances The amount specified in the regulations adopted by the local governments. | Central Local |
| Participation in extracurricular activities Not applicable | |
| Overtime Payment for one hour overtime = personal rate of basic monthly salary (seniority allowance and the 13th month salary excluded) divided by (4.16 x compulsory teaching hours weekly). School heads are entitled to overtime in the case when they teach full-time. | Central |
| Other awards can be granted for different activities. | |

PORTUGAL

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Private schools regulate their teachers' salaries in function of a pay scale which is different from the pay scale used at public schools. This pay scale is a guideline for private schools but is not binding. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: about 34 years in the case of a regular career. Teachers stay, at least, four years in each echelon, except in the 5th echelon where they may stay only two years. Nevertheless there are no teachers in the last echelon. |
|---|------------------------|-------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | | Minimum EUR | Maximum EUR | EUR |
| Pre-primary | 21 458 | 41 164 | No data | The law in force, which defines a teacher's career, does not distinguish teacher's salaries by the level of education: is unicategorial. The teacher's career is divided into 10 steps (teacher's progress within these steps overtime and in function of their evaluation, among other factors) and each one of the steps has a wage interval associated. Moreover, teachers in the autonomous regions (Açores and Madeira), and because the tax income (IRS) is lower, teachers receive a little bit more in terms of net income (but they also have the career divided into the same 10 steps). Data on gross annual statutory salaries are from the Directorate-General for Planning and Financial Management of the Portuguese Ministry of Education and Science. |
| Primary | 21 458 | 41 164 | No data | |
| Lower secondary | 21 458 | 41 164 | No data | |
| Upper secondary | 21 458 | 41 164 | No data | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|---|------------------------|
| <p>2013/14:</p> <p>↓ : Reduction of salaries due to the economic crisis</p> <p>Due to the economic crisis, teachers' salaries (as well as salaries of all public employees) had suffered a reduction. Until May teachers' salaries were equal to 20 939 EUR. However these reduction was suspended from June onwards due to the Decision of the Constitutional Court (Decision number 413/2014). the new data are shown in the table above.</p> | <p>Further formal qualifications</p> <p>Not applicable</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>Not applicable</p> <p>Additional responsibilities</p> <p>Not applicable</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>Between September and December 2013 (Law nº 66-B/2012 from 31 December), the extra hours of teaching service are compensated in accordance with the following percentages: 12.5 % for the first weekly hour of daytime extra work; 18.75 % for the subsequent hours of extra work. From January 2014 the percentages are: 25 % for the first weekly hour of daytime extra work; 37.50 % for the subsequent hours of extra work</p> | <p>Central</p> |

PORTUGAL

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Private schools regulate their teachers' salaries in function of a pay scale which is different from a pay scale used at public schools. This pay scale is a guideline role for private schools but is not binding. School heads' salaries should also be calculated according to years of service, position, number of students (in each school cluster or school), as well as school policies regarding teachers' salaries. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | School heads are teachers in the position or that have duties of a school head. There is no difference between school heads at different education levels. The amount that they receive is calculated according to their career position and number of pupils in their school cluster or school. The allowances are only paid twelve times per year, i.e., school heads do not receive the supplement at the end of the year and holiday payment (Dispatch no. 5/2010, 24 December). All school heads receive a salary allowance besides their salary which is defined in accordance with the number of pupils of each school cluster or school. This allowance varies between EUR 200 per month for schools with less than 301 students to EUR 750 per month for schools with more than 1 500 students. A school head may be the head of a school or a head of a school cluster that may have all levels of education. Data on gross annual statutory salaries are from the Directorate-General for Planning and Financial Management of the Portuguese Ministry of Education and Science. |
|---|------------------------|----------------|------------------------------|---|
| | Basic statutory salary | | Average actual salary EUR | |
| | Minimum EUR | Maximum EUR | | |
| Schools with less than 301 students | 23 858 | 43 564 | | |
| Schools between 301 and 600 students | 25 058 | 44 764 | | |
| Schools between 601 and 900 students | 26 858 | 46 564 | | |
| Schools between 901 and 1 200 students | 29 258 | 48 964 | | |
| Schools between 1 201 and 1 500 students | 29 858 | 49 564 | | |
| Schools with more than 1 500 students | 30 458 | 50 164 | | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

ROMANIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Private grant-aided and private independent schools are autonomous in the definition of their salaries, but teachers are employed in accordance with the Law of National Education 1/2011, art. 60 (3), [Legea Educatiei Nationale 1/2011, art. 60 (3)]. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 40 years. Data on gross annual statutory salaries are from Law 63/10.05.2011 about salaries of teachers and staff in education in 2011, Annex 2 [Legea 63/10.05.2011 privind salarizarea in anul 2011 a personalului didactic si auxiliar din invatamant, Anexa 2]. Data on average actual salaries are from Ministry of National Education, Human Resources Department. Ref. year: 2013/14 school year; calculation method: the coefficient of indexing 1.08x1.074 was applied for each month on the average annual actual gross salary in national currency from 2011/12. |
|---|------------------------|-------|---------|-------|-----------------------|-------|---|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | | | |
| | RON | EUR | RON | EUR | RON | EUR | |
| Pre-primary | 12 833 | 2 876 | 36 287 | 8 132 | 24 564 | 5 505 | |
| Primary | 12 833 | 2 876 | 36 287 | 8 132 | 24 564 | 5 505 | |
| Lower secondary | 13 655 | 3 060 | 36 287 | 8 132 | 24 972 | 5 597 | |
| Upper secondary | 13 655 | 3 060 | 36 287 | 8 132 | 24 972 | 5 597 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--------------------------|--|------------------------|
| 2013/14: | Further formal qualifications | Central |
| No change | Fixed pay scale, according to the professional situation and years of teaching experience. | |
| | Further CPD qualifications | |
| | Not applicable | |
| | Positive teaching performance appraisal or students' results | Central Local |
| | Merit Graduation: 25 % of the basic salary granted 5 years consecutively and applied by County School Inspectorates to 16 % of all teachers in the county (methodology defined centrally and applied locally). | |
| | Additional responsibilities | Central |
| | 20-25 % of the basic salary of a teacher for the position of a deputy head | |
| | Geographical location (high cost of living, disadvantaged or remote area) | Local |
| | Up to 20 % of the basic salary for working in a remote area. | |
| | Teaching pupils/students with special education needs or challenging circumstances | Central Local |
| | Up to 15 % of the basic salary (methodology defined centrally and applied locally). | |
| | Participation in extracurricular activities | |
| | Not applicable | |
| | Overtime | |
| | Not applicable | |

ROMANIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Private grant-aided and private independent schools are autonomous in the definition of their salaries, but school heads are employed in accordance with the Law of National Education 1/2011 [Legea Educatiei Nationale 1/2011]. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | School heads' basic salaries are set by Law 63/10.05.2011 about salaries of teachers and staff in education in 2011, Annex 4.2 [Legea 63/10.05.2011 privind salarizarea in anul 2011 a personalului didactic si auxiliar din invatamant, Anexa 4.2]. School heads' statutory salaries correspond to the statutory salaries of teachers plus allowances for the school head position. Allowances are calculated as follows: 15-25 % of the basic salary of educators or primary school teachers; 25-35 % of the basic salary of secondary school teachers. | |
|---|------------------------|-------|---------|--------|-----------------------|---|-----|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | RON | | EUR |
| | RON | EUR | RON | EUR | | | |
| Pre-primary | 14 752 | 3 306 | 45 359 | 10 166 | No data | No data | |
| Primary | 14 752 | 3 306 | 45 359 | 10 166 | No data | No data | |
| Lower secondary | 17 068 | 3 825 | 48 987 | 10 979 | No data | No data | |
| Upper secondary | 17 068 | 3 825 | 48 987 | 10 979 | No data | No data | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Fixed pay scale, according to the professional situation, years of teaching experience, number of classes and number of students. | Central |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Merit graduation: 25 % of the basic salary granted 5 years consecutively and applied by County School Inspectorates to 16 % of all teachers in the county (methodology defined centrally and applied locally). | Central Local |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Up to 20 % of the basic salary for working in a remote area. | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Up to 15 % of the basic salary (methodology defined centrally and applied locally). | Central Local |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |
| The allowances are regulated by the rules set for teachers. There are in addition allowances for school head positions. | |

SLOVENIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools if they get funding from public authorities |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 25 years. The gross annual statutory salaries are determined by the Public Sector Salary System Act, which specifies common salary bases of all employees in the public sector. Teachers are assigned on a wage grade between 30 to 43 (out of 65 grades). |
|---|------------------------|----------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 16 810 | 25 050 | 18 060 | |
| Primary | 16 810 | 27 029 | 24 132 | |
| Lower secondary | 16 810 | 27 029 | 24 612 | |
| Upper secondary | 16 810 | 27 029 | 26 616 | |

Data on average actual salaries are from the Statistical Office of the Republic of Slovenia (SORS). The data on the average monthly gross earnings are temporary for year 2012. The calculations are based on the pays of teachers who worked for the same employer the entire year and had full-time employment. Holidays payment is not included. For pre-primary level, the actual gross salaries of pre-primary teacher assistants are also included. The teacher assistants must have completed at least a four-year upper secondary education and are assigned on a wage grade between 19 to 29. For upper secondary level, only teachers of general subjects and educators at residence halls for students are included.

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|--|---|
| <p>2013/14:</p> <p>No change : General salary adjustment for all public employees (change below 1 %)</p> <p>In May 2013, the Government and public sector unions have reached the agreement that has enabled the implementation of additional measures targeting salaries and other labour costs in the public sector in order to achieve greater fiscal balance from 1 June 2013 to 31 December 2014. Measures refer to reduction of basic salaries of all public employees, decrease of some salary allowances permanently, freeze of promotion to higher wage grades and titles and freeze of some regular salary allowances. In accordance with the Intervention Acts (adopted in 2010, 2011, 2012) and the Agreement (2013), with the aim to balance public finances there has been no adjustment to the cost of living since 2011.</p> | <p>Further formal qualifications</p> <p>Fixed amounts per month: 1) academic specialization: EUR 23.27; 2) research master's degree: EUR 36.21; 3) doctor's degree: EUR 59.47.</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>1) Regular work performance: between 2 and 5 % of the basic annual salary 2) Work performance from increased workload - additional teaching work: 100-130 % of the basic salary hour rate per teaching hour (not more than 5 hours weekly)</p> <p>Additional responsibilities</p> <p>1) Head of a smaller branch unit: 9-10 % of the basic salary 2) Support to beginning teachers: 20 % of the basic salary for 4 teaching hours per week (ISCED 1, 2, 3) 3) Assuming teaching responsibility for a certain class: 7-13 % of the basic salary for 0.5-1 teaching hour per week (ISCED 1, 2, 3)</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>1) Teaching classes of pupils/students with special education needs: 8-18 % of the basic salary for teaching hours 2) Teaching at in-hospital classes: 7 % of the basic salary for teaching hours 3) Additional teaching assistance offered to a pupil or a group of pupils with special education needs integrated in mainstream class: EUR 11.94 per hour (ISCED 1, 2, 3) 4) Bilingual classes: 12-15 % of the basic salary 5) Teaching in multi-grade classes: 7-10 % of the basic salary for teaching hours 6) Long service bonus: for each year of service, 0.33 % of the basic salary</p> <p>Participation in extracurricular activities</p> <p>1) Outdoor education: 20 % of the basic salary for 6 hours per day (ISCED 1, 2) 2) Workshops, sports and other extracurricular activities for pupils: EUR 11.94 per hour (ISCED 1, 2, 3)</p> <p>Overtime</p> <p>Up to 130 % of the basic salary hour rate per teaching hour</p> <p>Allowances are specified by law and collective agreement. The decision to assign a particular allowance to a particular teacher is made at school level. Regular work performance allowances are provisionally taken out of teachers' salaries following circumstances of economic crisis. Payment for overtime is extremely rare and realised in exceptional cases only.</p> | <p>Central School</p> <p>Central School</p> <p>Central School</p> <p>Central School</p> <p>Central School</p> <p>Central School</p> <p>Central School</p> <p>Central School</p> |

SLOVENIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | |
|---|---------------|
| Pre-primary education | Central level |
| Primary education | Central level |
| General lower secondary education | Central level |
| General upper secondary education | Central level |

| Salaries in the private sector |
|--|
| School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools if they get funding from public authorities. |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | The gross annual statutory salaries are determined by the Public Sector Salary System Act, which specifies common salary bases of all employees in the public sector. School heads are assigned to a wage grade between 41 to 54 (out of 65 grades) according to the Decree on salaries of directors within public sector and the Rules on the classification of posts of directors in education and sport into wage groups within wage group ranges. The relevant criteria are: level of education, number of students, classes, programmes, etc. Data on actual salaries are from the administrative record for allocation of funds of Ministry of Education, Science and Sport. Ref. year: school year 2012/13. For upper secondary level, allowance for work performance from increased workload (additional teaching work) is not included. |
|---|------------------------|----------------|------------------------------|---|
| | Basic statutory salary | | Average actual salary EUR | |
| | Minimum EUR | Maximum EUR | | |
| Pre-primary | 25 050 | 35 258 | No data | |
| Primary | 26 020 | 39 366 | 33 716 | |
| Lower secondary | 26 020 | 39 366 | 33 716 | |
| Upper secondary | 26 020 | 40 877 | 35 286 | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Fixed amounts per month: 1) academic specialization: EUR 23.27; 2) research master's degree: EUR 36.21; 3) doctor's degree: EUR 59.47. | Central |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal 1) Regular work performance: up to two month's payments 2) Work performance from increased workload - additional teaching work: fixed amount depending on the number of teaching hours (not more than 5 hours weekly) and promotion to titles. | Central |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 1) Managing a bilingual school: 6 % of the basic salary 2) Long service bonus: for each year of service 0.33 % of the basic salary | Central |
| Participation in extracurricular activities Not applicable | |
| Overtime | Central |
| Regular work performance allowances are provisionally taken out of school heads' salaries following circumstances of the economic crisis. | |

SLOVAKIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 32 years. Data on minimum and maximum gross annual statutory salaries are in accordance with the Regulation of the Government No. 341/2004 of the Law Code amended and Act No. 553/2003 of the Law Code amended. |
|---|------------------------|-------------|-----------------------|---|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | EUR | |
| Pre-primary | 5 430 | 7 464 | 8 104 | |
| Primary | 6 732 | 9 114 | 10 994 | |
| Lower secondary | 6 732 | 9 114 | 10 994 | |
| Upper secondary | 6 732 | 9 114 | 10 938 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels | |
|--|--|------------------------|--|
| 2013/14: ↑: Reform of teachers' salaries Change the pay scales of teachers and professional employees in education with effect from 1 January 2014 (Act No. 441/2013 Coll.). | Further formal qualifications Not applicable | | |
| | Further CPD qualifications Fixed amount | Central School | |
| | Positive teaching performance appraisal or students' results Not applicable | | |
| | Additional responsibilities The allowances in fixed percentage can be for responsibility as a class teacher and induction of starting education staff. | Central School | |
| | Geographical location (high cost of living, disadvantaged or remote area) Not applicable | | |
| | Teaching pupils/students with special education needs or challenging circumstances In case when in the class there are at least 30 % individually integrated pupils and there is no teacher assistant. Individual allowances are accounted following internal school regulation. | School | |
| | Participation in extracurricular activities Individual allowances | School | |
| | Overtime Individual allowances for substitution of long absented colleagues | Central School | |
| | | | |

SLOVAKIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--|
| Pre-primary education | Central level | School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | Data on minimum and maximum gross annual statutory salaries are in accordance with the Regulation of the Government No. 341/2004 of the Law Code amended and Act No. 553/2003 of the Law Code amended. A teacher with at least 5 years of experience can become a school head. School heads' statutory salaries correspond to the statutory salaries of a teacher with a minimum required qualifications and at least 32 years of experience plus allowances for management. Management allowances are stipulated in percentage of teachers' basic salaries and increased by percentage in scope from 12 to 42, which depends on the level and size of school (number of students). They are regulated by the Act No. 317/2009 on pedagogical and professional employees. |
|---|------------------------|----------------|------------------------------|---|
| | Basic statutory salary | | Average actual salary EUR | |
| | Minimum EUR | Maximum EUR | | |
| Pre-primary | 8 076 | 11 526 | 8 104 | |
| Primary | 9 882 | 14 100 | 10 994 | |
| Lower secondary | 9 882 | 14 100 | 10 994 | |
| Upper secondary | 9 882 | 14 514 | 10 938 | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Individual allowances | Regional Local |
| Participation in extracurricular activities Individual allowances | Regional Local |
| Overtime Not applicable | |

FINLAND

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | |
|---|--------------------------|
| Pre-primary education | Local level/municipality |
| Primary education | Local level/municipality |
| General lower secondary education | Local level/municipality |
| General upper secondary education | Local level/municipality |

Teachers' salaries are agreed nationally as part of collective agreements for state and municipal civil servants for the educational sector, which are concluded at intervals of 1-3 years. The negotiations are conducted between the Trade Union of Education and Local Authority Employers in Finland.

| Salaries in the private sector |
|---|
| The salary scale and agreements for teachers in private grant-aided schools are different from those in public schools. The differences in salaries are however small. Private independent schools that have the right to give certificates of completed education do not exist in Finland. |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | |
|---|------------------------|----------------|-----------------------|--------|
| | Basic statutory salary | | Average actual salary | |
| | Minimum EUR | Maximum EUR | | EUR |
| Pre-primary | 27 424 | 29 617 | Pre-primary | 32 295 |
| Primary | 31 699 | 41 227 | Primary | 43 919 |
| Lower | 34 235 | 44 526 | Lower | 48 377 |
| Upper secondary | 36 303 | 48 064 | Upper secondary level | 54 324 |

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 20 years.

The maximum gross annual statutory salary is a minimum salary with all age increments as the agreements do not define a maximum statutory salary. The salaries do not include any extra teaching hours. Ref. year: 2013. Data on average actual salaries are from Statistics Finland. The annual salary is calculated as 12.5 times the monthly salary (including holidays payment). Ref. period: October 2011.

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|---|------------------------|
| 2013/14: No change The statutory salaries are based on a collective agreement that is valid for two years at the time. The new raises came into force in July 2014 and it is not reflected in the data provided. | Further formal qualifications According to the local agreements | Local |
| | Further CPD qualifications According to the local agreements | Local |
| | Positive teaching performance appraisal or students' results According to the local agreements | Local |
| | Additional responsibilities Reduction in teaching load or remuneration based on calculated amounts. The formulas for these vary according to responsibility | Local |
| | Geographical location (high cost of living, disadvantaged or remote area) 2.37 % of the basic salary | Central |
| | Teaching pupils/students with special education needs or challenging circumstances According to the local agreements | Local |
| | Participation in extracurricular activities According to the local agreements | Local |
| | Overtime The formulas for these vary according to responsibility. | Local |

FINLAND

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--------------------------|---|
| Pre-primary education | Local level/municipality | The salary scale and agreements for school heads in private grant-aided schools are different from those in public schools. The differences in salaries are however small. Private independent schools that have the right to give certificates of completed education do not exist in Finland. |
| Primary education | Local level/municipality | |
| General lower secondary education | Local level/municipality | |
| General upper secondary education | Local level/municipality | |
| School heads' salaries are agreed nationally as part of collective agreements for state and municipal civil servants for the educational sector, which are concluded at intervals of 1-3 years. The negotiations are conducted between the Trade Union of Education and Local Authority Employers in Finland. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | In upper secondary education, school size does not affect the statutory salary. Data on average actual salaries are from Statistics Finland. Ref. year: October 2013. |
|---|------------------------|-------------|-----------------------------|--------|---|
| | Basic statutory salary | | Average actual salary | | |
| | Minimum EUR | Maximum EUR | | EUR | |
| Pre-primary | 28 162 | 30 415 | Pre-primary level (ISCED 0) | 39 808 | |
| Primary (big) | 48 372 | 58 663 | Primary level | 60 207 | |
| Primary (small) | 45 041 | 54 623 | | | |
| Lower secondary (<=6 groups of 32 pupils) | 46 526 | 56 425 | Lower secondary level | 68 294 | |
| Lower secondary (7-14 groups of 32 pupils) | 50 320 | 61 026 | | | |
| Lower secondary (15-19 groups of 32 pupils) | 52 509 | 63 680 | | | |
| Lower secondary (> 20 groups of 32 pupils) | 54 742 | 66 388 | Upper secondary level | 72 382 | |
| Upper secondary | 53 224 | 64 548 | | | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Autonomy | Local |
| Further CPD qualifications Autonomy | Local |
| Positive teaching/management performance appraisal Autonomy | Local |
| Additional responsibilities Autonomy | Local |
| Geographical location (high cost of living, disadvantaged or remote area) 2.37 % of the basic salary. Local and national level refers to additional duties that have been agreed on in collective agreements. | Central |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Autonomy | Local |
| Participation in extracurricular activities Autonomy | Local |
| Overtime Not applicable | |

SWEDEN, 2012/13

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|--|--------------------------|--|
| Pre-primary education | Local level/municipality | Salaries are negotiated between the trade unions and the school organisers for independent or grant-aided independent schools. |
| Primary education | Local level/municipality | |
| General lower secondary education | Local level/municipality | |
| General upper secondary education | Local level/municipality | |
| There are no statutory salaries. Teachers' salaries are agreed between the trade unions and the local authorities for teachers employed by the municipalities. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Salaries are set after negotiations and are not specifically linked to the number of years in the profession. |
|---|------------------------|--------|---------|--------|-----------------------|--------|--|
| | Basic statutory salary | | Maximum | | Average actual salary | | |
| | | SEK | EUR | SEK | EUR | SEK | EUR |
| Pre-primary | 258 000 | 28 562 | 334 800 | 37 065 | 296 400 | 32 813 | There are no salary scales or statutory salaries. The indicated data for minimum and maximum salaries corresponds to the 10th and 90th percentiles of the actual teachers' salaries for the school year 2012/13. Sweden has single structure compulsory education, hence data for primary and lower secondary are not separated. |
| Primary | 265 200 | 29 359 | 369 600 | 40 917 | 318 000 | 35 205 | |
| Lower secondary | 265 200 | 29 359 | 369 600 | 40 917 | 318 000 | 35 205 | |
| General upper secondary | 294 000 | 32 548 | 396 000 | 43 840 | 344 400 | 38 127 | |
| Data on average actual salaries are from Statistics Sweden (Statistiska centralbyrån, SCB, www.scb.se) Ref. year: 2012; data last updated on 20 June 2013. Taux de conversion 20 June 2013. http://www.scb.se/Statistik/AM/AM0110/_dokument/AM0110_BS_2012.pdf , in Swedish; http://www.ssd.scb.se/databaser/makro/Produkt.asp?produktid=AM0110&lang=2 , in English. | | | | | | | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels | |
|--|--|------------------------|--|
| 2013/14: ↑: Increase in actual salaries is the result of negotiations between the employer and the employees (or their respective representatives) Salaries are set after negotiations. | Further formal qualifications Information on method of calculation and reference values not available | Local | |
| | Further CPD qualifications Information on method of calculation and reference values not available | Local | |
| | Positive teaching performance appraisal or students' results Information on method of calculation and reference values not available | Local | |
| | Additional responsibilities Information on method of calculation and reference values not available | Local | |
| | Geographical location (high cost of living, disadvantaged or remote area) Information on method of calculation and reference values not available | Local | |
| | Teaching pupils/students with special education needs or challenging circumstances Information on method of calculation and reference values not available | Local | |
| | Participation in extracurricular activities Information on method of calculation and reference values not available | Local | |
| | Overtime Normally overtime is included in all agreements for all employees. | Local | |
| | All the given variables are eligible but not exhaustive grounds for salary negotiations. | | |

SWEDEN, 2012/13

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--------------------------|--|
| Pre-primary education | Local level/municipality | Salaries are negotiated between the trade unions and the school organisers for independent or grant-aided independent schools. |
| Primary education | Local level/municipality | |
| General lower secondary education | Local level/municipality | |
| General upper secondary education | Local level/municipality | |
| There are no statutory salaries. Salaries are negotiated on an individual basis. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | | There are no salary scales or statutory salaries. The indicated data for maximum salaries correspond to the 90th percentile of the actual school heads' salaries for the school year 2012/13. There are no reliable data available on minimum salaries (10th percentile of actual salaries) as of April 2014 for school year 2012/13. No data available on different categories (level, size, etc.). Source: Statistics Sweden (Statistiska centralbyrån, SCB, www.scb.se). Ref. year 2012, data last updated on 20 June 2013. http://www.ssd.scb.se/databaser/makro/Produkt.asp?produktid=AM0110&lang=2 , in English; http://www.scb.se/Statistik/AM/AM0110/_dokument/AM0110_BS_2012.pdf , in Swedish. |
|---|------------------------|-----|---------|--------|-----------------------|--------|---|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | SEK | EUR | |
| | SEK | EUR | SEK | EUR | | | |
| Pre-primary | | | 589 200 | 65 228 | 406 800 | 45 035 | |
| Primary | | | 589 200 | 65 228 | 406 800 | 45 035 | |
| Lower secondary | | | 589 200 | 65 228 | 406 800 | 45 035 | |
| Upper secondary | | | 589 200 | 65 228 | 406 800 | 45 035 | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Information on method of calculation and reference values not available | Local |
| Further CPD qualifications Information on method of calculation and reference values not available | Local |
| Positive teaching/management performance appraisal Information on method of calculation and reference values not available | Local |
| Additional responsibilities Information on method of calculation and reference values not available | Local |
| Geographical location (high cost of living, disadvantaged or remote area) Information on method of calculation and reference values not available | Local |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Information on method of calculation and reference values not available | Local |
| Participation in extracurricular activities Information on method of calculation and reference values not available | Local |
| Overtime Normally overtime is included in all agreements for all employees. | Local |
| All the given variables are eligible but not exhaustive grounds for individual salary negotiations. | |

UNITED KINGDOM (ENGLAND AND WALES)

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | In England, approximately half of secondary schools and 10 per cent of primary schools are now academies (government-dependent private schools) and as such have the power to set their own pay scales if they so wish. In England and Wales, private independent schools set their own pay scales. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Public schools (known in England and Wales as maintained schools) are bound by centrally-determined pay scales common for all levels of education, which are set on an England and Wales basis. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | The statutory salary scales for headteachers apply to maintained schools only. Headteachers' salaries are based on the leadership group spine (also paid on this spine are deputy/assistant headteachers). Every school is assigned to one of eight 'groups' according to the number, age and SEN status of pupils. Within the group, a 7-point 'individual school range' (ISR) is calculated with reference to the pay of other senior staff in the school. |
|---|------------------------|---------|-----------------------|---------|--------|--|
| | Basic statutory salary | | Average actual salary | | | |
| | Minimum | Maximum | Minimum | Maximum | | |
| | GBP | EUR | GBP | EUR | GBP | EUR |
| Group 1 (L6 - L18) | 42 803 | 49 319 | 57 520 | 66 276 | 52 400 | 60 377 |
| Group 2 (L8 - L21) | 44 971 | 51 817 | 61 901 | 71 324 | 52 400 | 60 377 |
| Group 3 (L11 - L24) | 48 505 | 55 889 | 66 623 | 76 765 | 53 000 | 61 068 |
| Group 4 (L14 - L27) | 52 131 | 60 067 | 71 701 | 82 616 | 61 400 | 70 747 |
| Group 5 (L18 - L31) | 57 520 | 66 276 | 79 081 | 91 120 | 62 300 | 71 784 |
| Group 6 (L21 - L35) | 61 901 | 71 324 | 87 229 | 100 508 | | |
| Group 7 (L24 - L39) | 66 623 | 76 765 | 96 166 | 110 806 | | |
| Group 8 (L28 - L43) | 73 480 | 84 666 | 106 148 | 122 307 | | |
| Heads move up the 7 salary points subject to satisfactory performance assessment. Due to the tendency for primary schools to be much smaller than secondary schools, in practice salaries set at the lowest points in the scale are likely only to be paid to heads in very small primary schools, and salaries at the highest points to heads of very large secondary schools. Although the annual gross statutory salaries are displayed in terms of school groups, the average actual salaries concern, respectively: pre-primary, primary maintained, primary academy, secondary maintained and secondary academy heads, and apply to England only." (The source is Department for Education, School Workforce in England: November 2013 (Statistical First Release, 10/4/14), https://www.gov.uk/government/publications/school-workforce-in-england-november-2013). | | | | | | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Do not attract salary allowances. | |
| Further CPD qualifications Do not attract salary allowances. In Wales a leadership qualification is essential for appointment to headship; in England this is no longer compulsory but it is nevertheless encouraged. | |
| Positive teaching/management performance appraisal School governing body carries out performance appraisal and subject to this being satisfactory, heads move up the pay scale which consists of 7 consecutive points. In cases of outstanding performance, they may move 2 points up the scale. | School |
| Additional responsibilities School governing bodies may decide to award school heads additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school and for additional responsibilities and activities due to, or in respect of, the provision of services by the headteacher relating to the raising of educational standards to one or more additional schools. | School |
| Geographical location (high cost of living, disadvantaged or remote area) There are separate pay scales for headteachers in schools in inner London, outer London and the fringe area. Minimum at point 6 (the lowest point from the leadership pay spine used to determine groups for headteacher salaries) for inner London: GBP 49 961; Maximum: GBP 113 303. | Central |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion. With regard to recruitment and retention of school heads, in limited circumstances (school causing concern, and substantial difficulties in recruiting or retaining a school head) the governing body has discretion to move the pay range for school heads up by up to two school groups (these are determined according to the size of the school), and has the possibility of exceeding the maximum of the spine. | School |
| Participation in extracurricular activities School governing bodies make such payments at their discretion. | School |
| Overtime School governing bodies may decide to award school heads additional payment for participation in out-of-school hours learning activity. They make such payments at their discretion. | School |
| School governing bodies may also decide to award school heads additional payment for continuing professional development undertaken outside the school day. | |

UNITED KINGDOM (NORTHERN IRELAND)

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|--|---------------|--|
| Pre-primary education | Central level | Private independent schools set their own pay scales for teachers. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Public schools (known in Northern Ireland as grant-aided schools) are bound by centrally determined pay scales common for all levels of education, which are determined by the Department of Education Northern Ireland but are guided by the arrangements in England and Wales. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 10 years (six years on the main salary scale and an additional four years on the upper salary scale after positive assessment against national standards). |
|---|------------------------|--------|---------|--------|-----------------------|--------|--|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | GBP | EUR | |
| | GBP | EUR | GBP | EUR | | | |
| Pre-primary | 21 804 | 25 123 | 37 124 | 42 775 | 36 785 | 42 385 | |
| Primary | 21 804 | 25 123 | 37 124 | 42 775 | 36 789 | 42 390 | |
| Secondary Schools | 21 804 | 25 123 | 37 124 | 42 775 | 38 478 | 44 336 | |
| Grammar schools | 21 804 | 25 123 | 37 124 | 42 775 | 39 327 | 45 314 | |

Source: Department of Education Northern Ireland, Circular 2014/13: Teachers' Pay and Allowances from 1 September 2013 (http://www.deni.gov.uk/2014-13_-_teachers_pay_and_allowances_from_1_september_2013.pdf).
Data on Actual salaries from the Department of Education, Northern Ireland Teachers' Pay and Pensions Team, April 2014.

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|---|---|
| <p>2013/14:</p> <p>↑: Reform of teachers' salaries</p> <p>A 1% pay uplift for all teachers in post on or after 1 September 2013 and a 1% uplift for all allowances. Source: Department of Education Northern Ireland, Circular 2014/13: Teachers' Pay and Allowances from 1 September 2013 (http://www.deni.gov.uk/2014-13_-_teachers_pay_and_allowances_from_1_september_2013.pdf)</p> | <p>Further formal qualifications</p> <p>Do not attract salary allowances.</p> <p>Further CPD qualifications</p> <p>Do not attract salary allowances.</p> <p>Positive teaching performance appraisal or students' results</p> <p>Fixed incremental amounts on the main and upper pay scale. School carries out performance appraisal and subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale.</p> <p>Additional responsibilities</p> <p>Teaching Allowances: minimum: GBP 1 865; maximum: GBP 12 030. There are centrally determined pay scales for these teachers, but schools themselves appoint candidates to specific roles / responsibilities with teaching allowances and have some flexibility in deciding how much to award. Schools may also decide to award teachers additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school.</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>An allowance of GBP 2 021 or 3 994 is payable. Amounts are centrally determined while schools appoint individuals to these roles. Schools may offer recruitment and retention points for those working in challenging circumstances for a fixed period of up to three years. The payments are centrally determined: minimum: GBP 1 209; maximum: GBP 2 376.</p> <p>Participation in extracurricular activities</p> <p>Schools make such payments at their discretion.</p> <p>Overtime</p> <p>Schools may decide to award teachers additional payment for participation in out-of-school hours learning activity agreed between the teacher and the headteacher. Schools make such payments at their discretion.</p> | <p>School</p> <p>Central School</p> <p>Central School</p> <p>School</p> <p>School</p> |

UNITED KINGDOM (NORTHERN IRELAND)

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|--|---------------|---|
| Pre-primary education | Central level | Private independent schools set their own pay scales. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Public schools (known in Northern Ireland as grant-aided schools) are bound by centrally-determined pay scales common for all levels of education, which are determined by the Department of Education Northern Ireland but are guided by the arrangements in England and Wales. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | Department of Education Northern Ireland, Circular 2010/19: Teachers' Pay and Allowances (http://www.deni.gov.uk/2010-19_-_teachers_pay_and_allowances_from_september_2010_-pdf.pdf) from 1 September 2010, which is still in force. Principals' salaries are based on the leadership group spine (also paid on this spine are deputy/assistant principals). Every school is allocated to one of eight 'groups', each covering a range of 13-16 points on the overall 43-point pay spine, and each school uses an 'individual school range' (ISR) of seven consecutive points within that range. Heads receive increments and move up the seven points subject to satisfactory performance assessment. Primary schools tend to be much smaller than secondary and grammar schools (the two types of school providing lower/upper secondary education), so in practice salaries set at the lowest points in the scale are likely only to be paid to heads in very small primary schools, and salaries at the highest points to heads of very large secondary and grammar schools. | |
|---|------------------------|-------------|-------------|-------------|--|--------|
| | Basic statutory salary | | | | Average actual salary | |
| | Minimum GBP | Minimum EUR | Maximum GBP | Maximum EUR | GBP | EUR |
| Group 1 (L6-L18) | 42 803 | 49 319 | 57 520 | 66 276 | 51 211 | 59 007 |
| Group 2 (L8-L21) | 44 970 | 51 816 | 61 901 | 71 324 | 54 692 | 63 018 |
| Group 3 (L11-L24) | 48 504 | 55 888 | 66 623 | 76 765 | 69 042 | 79 552 |
| Group 4 (L14-L27) | 52 130 | 60 066 | 71 701 | 82 616 | 77 733 | 89 567 |
| Group 5 (L18-L31) | 57 520 | 66 276 | 79 081 | 91 120 | | |
| Group 6 (L21-L35) | 61 901 | 71 324 | 87 229 | 100 508 | | |
| Group 7 (L24-L39) | 66 623 | 76 765 | 96 166 | 110 806 | | |
| Group 8 (L28-L43) | 73 480 | 84 666 | 106 148 | 122 307 | | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Do not attract salary allowances | |
| Further CPD qualifications Do not attract salary allowances | |
| Positive teaching/management performance appraisal Fixed incremental amounts on leadership pay scale. School governing body carries out performance appraisal and subject to this being satisfactory, heads move up the pay scale which consists of 7 consecutive points. Minimum value on 43 point pay spine is GBP 42 803 and maximum value is GBP 106 148. | School |
| Additional responsibilities Schools may decide to award school heads additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school and for additional responsibilities and activities due to, or in respect of, the provision of services by the head teacher relating to the raising of educational standards to one or more additional schools. | School |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion. | School |
| Participation in extracurricular activities Schools make such payments at their discretion. | School |
| Overtime Schools may decide to award school heads additional payment for participation in out-of-school hours learning activity. Schools make such payments at their discretion. | School |

UNITED KINGDOM (SCOTLAND)

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|--|---------------|--|
| Pre-primary education | Central level | Private independent schools are free to set their own salary levels. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Teachers' basic statutory salaries in all state schools in Scotland are set at a national level by the Scottish Negotiating Committee for Teachers (SNCT). | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 6 years. |
|---|------------------------|---------|-----------------------|--------|--------|--|
| | Basic statutory salary | | Average actual salary | | | |
| | Minimum | Maximum | | | | |
| | GBP | EUR | GBP | EUR | GBP | EUR |
| Pre-primary | 25 974 | 29 928 | 34 542 | 39 800 | 32 850 | 37 851 |
| Primary | 25 974 | 29 928 | 34 542 | 39 800 | 32 850 | 37 851 |
| Lower secondary | 25 974 | 29 928 | 34 542 | 39 800 | 32 850 | 37 851 |
| Upper secondary | 25 974 | 29 928 | 34 542 | 39 800 | 32 850 | 37 851 |

Data on gross annual statutory salaries are from the Scottish Negotiating Committee For Teachers, The SNCT Handbook of Conditions of Service, Appendix 2.1 SNCT Salary tables. Data on average actual salaries are from Staff Pay Data Census in Scotland. The presented average actual salaries are for all levels of education together. Ref. year: 2013/14.

| Salary increase/decrease | Salary allowances for teachers | | Decision making levels |
|---|---|--|------------------------|
| 2013/14: | | | |
| ↑: Increase due to general salary adjustment for all public employees | | | |
| There was a 1 % salary pay award for 2013/14 agreed by the SNCT. | | | |
| | Further formal qualifications | | |
| | Not applicable | | |
| | Further CPD qualifications | | |
| | Not applicable | | |
| | Positive teaching performance appraisal or students' results | | |
| | Not applicable | | |
| | Additional responsibilities | | |
| | Not applicable | | |
| | Geographical location (high cost of living, disadvantaged or remote area) | | Central |
| | Fixed amounts for remote schools and schools on distant islands: GBP 1 320, GBP 1 928 or GBP 2 475 per year. | | |
| | Teaching pupils/students with special education needs or challenging circumstances | | |
| | Not applicable | | |
| | Participation in extracurricular activities | | |
| | Not applicable | | |
| | Overtime | | |
| | Not applicable | | |
| | The Chartered Teacher programme in Scotland was closed to new entrants in 2011, However teachers who have already received accreditation for work on the programme continue to receive additional salary increments in return for an enhanced contribution to the wider life of the school. | | |

UNITED KINGDOM (SCOTLAND)

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--|--------------------------------|
| Pre-primary education | | |
| Primary education | | |
| General lower secondary education | | |
| General upper secondary education | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | |
|---|------------------------|--------|---------|--------|-----------------------|--------|
| | Basic statutory salary | | | | Average actual salary | |
| | Minimum | | Maximum | | Average actual salary | |
| | GBP | EUR | GBP | EUR | GBP | EUR |
| Primary | 42 711 | 49 213 | 83 367 | 96 058 | 50 658 | 58 370 |
| Lower secondary | 42 711 | 49 213 | 83 367 | 96 058 | 50 658 | 58 370 |
| Upper secondary | 42 711 | 49 213 | 83 367 | 96 058 | 50 658 | 58 370 |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications Not applicable | |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Fixed amounts for remote schools and schools on distant islands: GBP 1 320, GBP 1 928 or GBP 2 475 per year. | Central |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime | |

ICELAND

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|--|--------------------------|--|
| Pre-primary education | Local level/municipality | Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Local level/municipality | |
| General lower secondary education | Local level/municipality | |
| General upper secondary education | Central level | |
| Basic statutory salaries for pre-primary, primary and lower secondary level are determined by the Collective Agreement between The Association of Local Authorities in Iceland and The Icelandic Teachers Union. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: the number of years varies. Determination of salaries is a combination of education, work experience and actual age. Teachers 55 years and older are compensated with a reduction of teaching time duties. | |
|--|------------------------|--------|-----------|--------|-----------------------|--|-----|
| | Basic statutory salary | | Maximum | | Average actual salary | | |
| | ISK | EUR | ISK | EUR | ISK | | EUR |
| Pre-primary | 3 679 200 | 23 709 | 4 936 065 | 31 809 | No data | No data | |
| Primary | 4 199 356 | 27 061 | 5 246 622 | 33 810 | No data | No data | |
| Lower secondary | 4 199 356 | 27 061 | 5 246 622 | 33 810 | No data | No data | |
| Upper secondary | 4 527 264 | 29 174 | 6 885 449 | 44 371 | 5 876 892 | 37 871 | |
| Data on gross annual statutory salaries for pre-primary, primary and lower secondary level are from the Collective Agreement between The Association of Local Authorities in Iceland and The Icelandic Teachers Union valid until 31 March 2014. Data on gross annual statutory salaries for upper secondary level are from the Icelandic Ministry of Education, Science and Culture. Ref. year: 2012. Data on average actual salaries for upper secondary level are from the Ministry of Finance; coverage: > 90 %; Ref. year: 2013; calculation: gross average monthly salary of full-time equivalent, fully qualified teacher multiplied by 12. | | | | | | | |

| Salary increase/decrease | Salary allowances for teachers | | Decision making levels |
|---|--|--|------------------------|
| 2013/14: | Further formal qualifications | | Local School |
| ↑: Reform of Teachers' salaries | Raise in salary level | | |
| | Further CPD qualifications | | Local |
| | Salary increases through experience | | |
| An index based salary increase has been awarded in 2013/14. | Positive teaching performance appraisal or students' results | | |
| | Not applicable | | |
| | Additional responsibilities | | School |
| | Information on method of calculation and reference values not available | | |
| | Geographical location (high cost of living, disadvantaged or remote area) | | |
| | Not applicable | | |
| | Teaching pupils/students with special education needs or challenging circumstances | | Local School |
| | Raise in salary level | | |
| | Participation in extracurricular activities | | School |
| | Estimated as overtime | | |
| | Overtime | | Local School |
| | 1 % of the monthly basic salary per hour. | | |
| | Salaries are calculated in a tiered matrix. Salary allowances may come as specific payments or as salary raises within the matrix. Part of primary teachers' working time is reserved for CPD. As teachers are expected to participate in CDP, they get salary increases through experience. Overtime payments can be a significant factor in salaries of upper secondary teachers. In case of work outside normal working hours, extra time is paid separately. | | |

ICELAND

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--------------------------|--|
| Pre-primary education | Local level/municipality | School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Local level/municipality | |
| General lower secondary education | Local level/municipality | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | Data on gross annual statutory salaries for pre-primary, primary and lower secondary level are from the Collective Agreement between The Association of Local Authorities in Iceland and The Icelandic Teachers Union valid until 31 March 2014. Data on gross annual statutory salaries for upper secondary level are from the Icelandic Ministry of Education, Science and Culture. Ref. year: 2012. | |
|---|------------------------|--------|------------|--------|-----------------------|--|-----|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | ISK | | EUR |
| | ISK | EUR | ISK | EUR | | | |
| Pre-primary | 4 787 103 | 30 849 | 7 545 175 | 48 622 | No data | No data | |
| Primary | 5 236 651 | 33 746 | 8 584 832 | 55 322 | No data | No data | |
| Lower secondary | 5 236 651 | 33 746 | 8 584 832 | 55 322 | No data | No data | |
| Upper secondary | 8 451 200 | 54 461 | 11 162 478 | 71 932 | No data | No data | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Raise in the salary level | Local |
| Further CPD qualifications Information on method of calculation, reference values and level of decision-making not available | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Salary raise increased workload. Hourly rate 1 % of monthly salary. | Local School |
| In many cases, the overall level of allowances depends on a number of factors both at municipal and school level. Allowances for upper secondary school heads may be different. | |

LIECHTENSTEIN

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|--|---------------|--|
| Pre-primary education | Central level | Private grant-aided and private independent schools work under the private employment law. They are free to define their teachers' salaries within that legal framework. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Public school teachers' salaries are regulated nationally, based on the national law on Civil Service Salaries and the related ordinance on teachers and its amendments. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: age system to reach maximum basis statutory salary does not apply, only a small part of the salary increases with age and years of service. The other part is performance based and index-related. |
|---|------------------------|--------|---------|---------|-----------------------|---------|--|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | CHF | EUR | |
| | CHF | EUR | CHF | EUR | CHF | EUR | |
| Pre-primary | 77 315 | 62 725 | 125 460 | 101 785 | No data | No data | |
| Primary | 84 333 | 68 419 | 136 860 | 111 034 | No data | No data | |
| Lower secondary (Gymnasium) | 99 601 | 80 806 | 161 650 | 131 146 | No data | No data | |
| Lower secondary (Oberschule, Realschule) | 91 971 | 74 615 | 149 250 | 121 086 | No data | No data | |
| Upper secondary (Gymnasium) | 99 601 | 80 806 | 161 650 | 131 146 | No data | No data | |
| <p>Following a major reform of the initial teacher education, there are still teachers with old diplomas. For those teachers, a general deduction of 10 % of the gross annual statutory salary amount is applied.</p> <p>There is a major difference regarding actual taught time at lower and upper level of the Gymnasium. Full statutory salary at lower level of the Gymnasium is given for 28 lessons per week (100 full-time equivalence) and for 22 lessons per week at upper level.</p> <p>The maximum amount is a theoretical valuem, that is in fact never reached. (Average salaries are all in the lower half of the salary scope).</p> | | | | | | | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|--|
| <p>2013/14:</p> <p>No change: salaries frozen</p> <p>Since 2007, the reform of teachers' salaries aimed at determining the regular teachers' payment in accordance with the system for civil servants. The new salary system is regarded as a tool for quality assurance.</p> | <p>Further formal qualifications</p> <p>No data</p> <p>Further CPD qualifications</p> <p>Not applicable</p> <p>Positive teaching performance appraisal or students' results</p> <p>Not applicable</p> <p>Additional responsibilities</p> <p>Management responsibilities (substitute head of school function)</p> <p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p> <p>Participation in extracurricular activities</p> <p>Not applicable</p> <p>Overtime</p> <p>Not applicable</p> | <p>Central</p> <p>Central School</p> |
| <p>There are no special financial contributions paid as allowances but teachers receive a relief of their teaching hours if they do some of the mentioned tasks (so called anrechenbare Tätigkeiten, Entlastungslektionen). Each school has a certain quota of lessons for defined tasks to allocate to the teachers based on calculations defined by law (Ordinance on teachers service: http://www.gesetze.li/get_pdf.jsp?PDF=2004092.pdf, Art. 22).</p> | | |

LIECHTENSTEIN

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | |
|---|---------------|
| Pre-primary education | Central level |
| Primary education | Central level |
| General lower secondary education | Central level |
| General upper secondary education | Central level |

| Salaries in the private sector |
|--|
| Private grant-aided and private independent schools work under the private employment law. They are free to define their school heads' salaries within that legal framework. |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | Average actual salary | |
|---|------------------------|---------|---------|---------|-----------------------|-----------------------|--|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | | | |
| | CHF | EUR | CHF | EUR | CHF | EUR | |
| Pre-primary | NA | NA | NA | NA | No data | No data | |
| Primary | 69 154 | 56 104 | 161 642 | 131 139 | No data | No data | |
| Primary (small) | 48 514 | 39 359 | 54 030 | 43 834 | No data | No data | |
| Lower secondary | 82 725 | 67 114 | 147 094 | 119 336 | No data | No data | |
| Lower secondary | 82 725 | 67 114 | 147 094 | 119 336 | | | |
| Upper secondary (big) | 165 113 | 133 955 | 188 968 | 153 308 | | | |
| Upper secondary (small) | 92 914 | 75 380 | 103 484 | 83 956 | | | |

With a reform of the ordinance on civil servants salary systems in June 2012, a new salary system for school heads has been introduced in the context of reform of school heads in general (more autonomy and more leadership responsibilities). Until that date, school heads were regular teachers with additional managerial responsibilities. As from the school year 2012/13, actual school heads are in place with special contracts (civil servants) and salary system. As most head of school positions are not full-time positions (actual workload depends on the size of the school), head of schools may additionally have a teaching contract. This is not covered in the amounts indicated in the table. The maximum amount is a theoretical value, that is in fact never reached. (Average salaries are all in the lower half of the salary scope).

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications Not applicable | Central |
| Further CPD qualifications Not applicable | |
| Positive teaching/management performance appraisal Not applicable | |
| Additional responsibilities Not applicable | Central |
| Geographical location (high cost of living, disadvantaged or remote area) Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable | |
| Participation in extracurricular activities Not applicable | |
| Overtime Not applicable | |

MONTENEGRO

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | Calculation method is the same for all of these noted types of schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Amount of teachers' salaries in public schools is statutory regulated . | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: the average number of years to achieve the maximum amount of salary is not statutory prescribed. This amount is the product of several factors which include the level of teachers' education, length of service, etc. |
|---|------------------------|----------------|----------------------------|-------|--|
| | Basic statutory salary | | Average actual salary | | |
| | Minimum EUR | Maximum EUR | | EUR | |
| Pre-primary (Kindergarten Assistant 1) | | | Pre-primary level (ISCED0) | 9 172 | |
| Pre-primary (Kindergarten Assistant 2) | | | | | |
| Primary | 6 433 | 10 213 | Primary level | 9 172 | |
| Lower secondary | 6 433 | 10 213 | Lower secondary level | 9 172 | |
| Upper secondary | 6 433 | 10 213 | Upper secondary level | 9 172 | |

The above calculation is made in accordance with the Collective Agreement. Based on this document, coefficients for all levels of education depend on the education level of teacher. For the teachers with upper secondary non-tertiary education coefficient is 5.43, while for the teachers with tertiary education coefficient is 6.47. Coefficients are multiplied with the starting base the amount of which is 90.00 EUR plus 63.00 EUR as a fixed amount multiplied by the coefficient of years of service to date. The coefficient for the years of service to date in accordance with the Collective Agreement for the first 10 years is increased by 0.50 %, for 10-20 years by 0.75 % and for each year over 20 years of the years of service to date by 1.00 %. Source: Ministry of Education

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|------------------------|
| 2013/14: | Further formal qualifications | : |
| No change | Further CPD qualifications | : |
| There were no changes in the amount of Teachers' salaries in the current year. | Positive teaching performance appraisal or students' results | : |
| | Additional responsibilities | : |
| | Geographical location (high cost of living, disadvantaged or remote area) | : |
| | Teaching pupils/students with special education needs or challenging circumstances | : |
| | Only for teachers who work in specialized institutions basic coefficient is increased by 30 % | |
| | Participation in extracurricular activities | : |
| | Overtime | : |
| | Each overtime teaching hour is calculated as a regular teaching hour, i.e. one overtime teaching hour means increasing of salary by 5 % in relation to the basic salary. | |

MONTENEGRO

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|--|---------------|--|
| Pre-primary education | Central level | For public, private government dependent schools, which are financed by the Government and private independent schools the same Collective Agreement is binding. In some cases private independent schools can regulate heads' salaries by themselves. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| Salaries of school heads depend on the number of students in a particular school (regulated by Collective Agreement). For example, in upper secondary schools up to 500 students coefficient of head is 8,07 while in upper secondary schools over 500 students coefficient of head is 8,76. For heads of primary schools the same rule is in force while in kindergarten salary of heads depends on the number of educational-upbringing groups. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | Above calculation is based on Collective Agreement. Source: Ministry of Education. |
|---|------------------------|-------------|----------------------------|--------|--|
| | Basic statutory salary | | Average actual salary | | |
| | | Minimum EUR | Maximum EUR | | EUR |
| Pre-primary | 9 333 | 13 097 | Pre-primary level (ISCED0) | 11 215 | |
| Primary | 9 333 | 13 097 | Primary level | 11 215 | |
| Lower secondary | 9 333 | 13 097 | Lower secondary level | 11 215 | |
| Upper secondary | 9 333 | 13 097 | Upper secondary level | 11 215 | |

| Salary allowances for school heads | Decision making levels |
|--|------------------------|
| Further formal qualifications | |
| Further CPD qualifications | |
| Positive teaching/management performance appraisal | |
| Additional responsibilities | |
| Geographical location (high cost of living, disadvantaged or remote area) | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances | |
| Participation in extracurricular activities | |
| Overtime | |
| N/A | |

FORMER YUGOSLAV REPUBLIC OF MACEDONIA

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | The private institutions (primary schools, secondary schools, and pre-primary schools) use different methodology for calculation of the staff salaries, which is based on their internal rules. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| N/A | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Minimum eight years of work as associate-teacher |
|---|------------------------|-------------|-------------|-------------|-----------------------|---------|--|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum MKD | Minimum EUR | Maximum MKD | Maximum EUR | MKD | EUR | |
| Pre-primary (Kindergarten Assistant 1) | 311 412 | 5 072 | 447 176 | 7 283 | No Data | No Data | |
| Pre-primary (Kindergarten Assistant 2) | 228 000 | 3 713 | 326 680 | 5 321 | No Data | No Data | |
| Primary | 320 229 | 5 215 | 458 827 | 7 473 | No Data | No Data | |
| Lower secondary | 320 229 | 5 215 | 458 827 | 7 473 | No Data | No Data | |
| Upper secondary | 334 270 | 5 444 | 480 000 | 7 818 | | | |

The minimum and maximum amount of the basic gross annual salary of the teachers is calculated with the provided possibility for the adopted coefficients in the Collective Agreement for basic education and Collective Agreement for secondary education.

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|---|------------------------|
| 2013/14: | Further formal qualifications | |
| ↑ : Other reasons | Further CPD qualifications | Central |
| Starting from 2014, based on the results of an external assessment 20 % of the teachers might have a 15 % salary increase. | Allowance for mentorship: 10 % of the salary which is received by the apprentice-teacher after the completion of the apprenticeship (for primary education 2 914 denars, i.e. 10 % of 29 142 denars; for secondary education 3 042 denars, i.e. 10 % of 30 426 denars). Defined in the Law for Secondary Education and Law for Primary Education. | |
| | Positive teaching performance appraisal or students' results | Central |
| | Allowance for outstanding or especially outstanding teachers: Success Coefficient in primary education 0.090-0.180 (1 050 - 2 160 denars); Success Coefficient for secondary education 0.092-0.184 (1 100 - 2 210 denars). On the basis of Collective Agreements for Primary and Secondary Education. | |
| | Additional responsibilities | Central |
| | Class leadership: Coefficient for primary education 0.120 (MKD 1 400); Coefficient for Secondary Education of 0.123 (MKD 1 480). Determined by the collective contract for primary education. | |
| | Geographical location (high cost of living, disadvantaged or remote area) | Central |
| | Mountainous area coefficient for primary education: from 0.060 to 0.300 (700 to 3 490 denars). Determined by the collective agreement for primary education. | |
| | Teaching pupils/students with special education needs or challenging circumstances | Central |
| | Coefficient 0.120 (amount 1 397 denars): Determined by the collective agreement for primary education. | |
| | Participation in extracurricular activities | - |
| | Overtime | - |
| | The amounts are calculated by multiplying of the coefficients with basic amount which for primary education is 11 643 denars, and for secondary education is 12 012 (monthly based amounts). | |

FORMER YUGOSLAV REPUBLIC OF MACEDONIA

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|--------------------------------|
| Pre-primary education | Central level | N/A |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |
| N/A | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | Sources: Ministry of Education and Science for school education. | | |
|---|------------------------|-------|---------|-------|-----------------------|--|--|-----|
| | Basic statutory salary | | | | Average actual salary | | | |
| | Minimum | | Maximum | | MKD | | | EUR |
| | MKD | EUR | MKD | EUR | | | | |
| Pre-primary | 437 136 | 7 119 | 489 593 | 7 974 | No Data | No Data | | |
| Primary | 437 136 | 7 119 | 489 593 | 7 974 | No Data | No Data | | |
| Lower secondary | 437 136 | 7 119 | 489 593 | 7 974 | No Data | No Data | | |
| Upper secondary | 457 727 | 7 455 | 558 092 | 9 089 | No Data | No Data | | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications | |
| Further CPD qualifications | Central |
| Allowance for mentorship: 10 % of the salary which is received by the apprentice-teacher after the completion of the apprenticeship (for primary education 2,914 denars, i.e. 10 % of 29,142 denars; for secondary education 3,042 denars, i.e. 10 % of 30,426 denars) Defined in the Law for Secondary Education and Law for Primary Education. | |
| Positive teaching/management performance appraisal | Central |
| Allowance for outstanding or especially outstanding school heads: Success Coefficient in primary education 0.090 - 0.180 (1 050 - 2 160 denars); Success Coefficient for secondary education 0.092 - 0.184 (1 100-2 210 denars). On the basis of Collective Agreements for Primary and Secondary Education | |
| Additional responsibilities | Central |
| Allowances for management duties and activities: Primary education (up to 16 classes: 10 057 coefficient, i.e. 6 439 denars; from 17 to 36 classes: 12 217 coefficient, i.e. 8 954 denars; over 36 classes: 12 871 coefficient, i.e. 9 715 denars) ; SEsecondary education (up to 29 classes: 0.55 coefficient, i.e. 6 607 denars; from 30 to 49 classes: 0.889 coefficient, i.e. 10 679 denars; over 50 classes: 1.226 coefficient, i.e. 14 727 denars). | |
| Geographical location (high cost of living, disadvantaged or remote area) | Central |
| -Mountainous area coefficient for primary education from 0.060 to 0.300 (700 to 3 490 denars). Determined by the collective agreement for primary education | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances | Central |
| Coefficient 0.120 (amount 1 397denars). Determined by the collective agreement for primary education | |
| Participation in extracurricular activities | |
| Overtime | |
| N/A | |

NORWAY

TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--|--|
| Pre-primary education | Central level Local level/municipality | Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Central level Local level/municipality | |
| General lower secondary education | Central level Local level/municipality | |
| General upper secondary education | Central level Regional level | |
| The minimum wages are negotiated at central level. Authorities at local level are free to increase minimum wages. The minimum wages are therefore not statutory, strictly speaking. | | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: not fixed. Data on minimum basic gross statutory salaries and data on average actual salaries are from the PAI data base owned by The Norwegian Association of Local and Regional Authorities (KS). Ref. year for average actual salaries: 2013. The wages for December 2013 are multiplied by 12 to obtain annual wages. * txyit: (teachers with x years of initial training). | |
|---|------------------------|-------------|-------------|-------------|-----------------------|---|-----|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum NOK | Minimum EUR | Maximum NOK | Maximum EUR | NOK | | EUR |
| Pre-primary | 354 000 | 42 906 | Not appl. | Not appl. | 421 643 | 51 105 | |
| Primary | 399 000 | 48 360 | Not appl. | Not appl. | 463 114 | 56 131 | |
| Lower secondary (t4it) | 399 000 | 48 360 | Not appl. | Not appl. | 463 114 | 56 131 | |
| Lower secondary (t5it) | 417 100 | 50 554 | Not appl. | Not appl. | 463 114 | 56 131 | |
| Upper secondary (t5it) | 417 100 | 50 554 | Not appl. | Not appl. | 497 293 | 60 274 | |
| Upper secondary (t6it) | 451 800 | 54 760 | Not appl. | Not appl. | 497 293 | 60 274 | |

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|--|--|------------------------|
| 2013/14: ↑ : General salary adjustment for all public employees The increase is due to negotiations at central level. | Further formal qualifications | Central |
| | Fixed amounts | |
| | Further CPD qualifications | |
| | Not applicable | |
| | Positive teaching performance appraisal or students' results | |
| | Not applicable | |
| | Additional responsibilities | Central / Local |
| | Minimum value | |
| | Geographical location (high cost of living, disadvantaged or remote area) | |
| | Not applicable | |
| Teaching pupils/students with special education needs or challenging circumstances | | |
| Not applicable | | |
| Participation in extracurricular activities | Local | |
| Information on method of calculation and reference values not available | | |
| Overtime | Central | |
| Between 50 % and 100 % of the basic salary. | | |

NORWAY

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|--|--|
| Pre-primary education | Central level Local level/municipality | School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools. |
| Primary education | Central level Local level/municipality | |
| General lower secondary education | Central level Local level/municipality | |
| General upper secondary education | Central level Local level/municipality | |
| The minimum wages are negotiated at central level. Local level is free to increase minimum wages. | | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | Average actual salary | | Data on minimum basic gross statutory salaries and data on average actual salaries are from the PAI data base owned by The Norwegian Association of Local and Regional Authorities (KS). The minimum wages for school heads depend on the number of employees on each school. In general upper secondary education, they also depend on the number of students. Ref. year for average actual salaries: 2012. The wages for December 2012 are multiplied by 12 to obtain annual wages. * MX + Y (MX man-year, Y number of students* 0.1). | |
|---|------------------------|-----------|-----------|-----------|---------|-----------------------|--|--|-----|
| | Basic statutory salary | | | | | | | | |
| | Minimum | | Maximum | | NOK | | | | EUR |
| | NOK | EUR | NOK | EUR | NOK | EUR | | | |
| Pre-primary | Not appl. | Not appl. | Not appl. | Not appl. | 507 114 | 61 464 | | | |
| Primary (big) | 496 700 | 60 202 | Not appl. | Not appl. | 616 152 | 74 680 | | | |
| Primary (small) | 420 300 | 50 942 | Not appl. | Not appl. | 616 152 | 74 680 | | | |
| Lower secondary (big) | 496 700 | 60 202 | Not appl. | Not appl. | 616 152 | 74 680 | | | |
| Lower secondary (small) | 420 300 | 50 942 | Not appl. | Not appl. | 616 152 | 74 680 | | | |
| Upper secondary (MX+Y>10)* | 543 700 | 65 898 | Not appl. | Not appl. | 696 228 | 84 385 | | | |
| Upper secondary (MX+Y<=10)* | 488 500 | 59 208 | Not appl. | Not appl. | 696 228 | 84 385 | | | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| Further formal qualifications | |
| Not applicable | |
| Further CPD qualifications | |
| Not applicable | |
| Positive teaching/management performance appraisal | |
| Not applicable | |
| Additional responsibilities | |
| Not applicable | |
| Geographical location (high cost of living, disadvantaged or remote area) | |
| Not applicable | |
| Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances | |
| Not applicable | |
| Participation in extracurricular activities | |
| Not applicable | |
| Overtime | |
| Not applicable | |

TURKEY
TEACHERS

| Decision making levels for setting teachers' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | In accordance with the Ministry of National Education Regulation on Private Education Institutions, the basic net salary paid to a teacher in a private independent school cannot be less than the basic net salary of a teacher working in an equivalent public school. Taking this precondition into account, private schools may adopt different salary policies. Thus, teacher salaries may vary significantly between private schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified teachers in public schools | | | | | | The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years. |
|---|------------------------|--------|-----------------------|--------|---------|---|
| | Basic statutory salary | | Average actual salary | | | |
| | TRY | EUR | TRY | EUR | | TRY |
| Pre-primary | 34 499 | 11 737 | 39 863 | 13 562 | No data | No data |
| Primary | 34 499 | 11 737 | 39 863 | 13 562 | No data | No data |
| Lower secondary | 31 912 | 10 857 | 37 276 | 12 682 | No data | No data |
| Upper secondary | 31 912 | 10 857 | 37 276 | 12 682 | No data | No data |

Data on the gross annual statutory salaries are from Decision on the Lesson and Additional Lesson Hours of School Heads and Teachers of MoNE (http://mevzuat.meb.gov.tr/html/23555_0.html).

| Salary increase/decrease | Salary allowances for teachers | Decision making levels |
|---|---|------------------------|
| 2013/14: | Further formal qualifications | Central |
| ↑: General salary adjustment for all public employees | Fixed amounts. Master teachers and prime teachers receive additional payment. Teachers with masters' degree move on to one year upper degree in the salary scale and teachers with doctorate degree move on two years upper degree in the salary scale. In addition, teachers with masters' and doctorate degree receive the additional lesson payment respectively 5 % and 15 % increased than the other teachers. | |
| | Further CPD qualifications | Central |
| | Teachers obtaining a relevant level (A, B or C) from National Public Staff Foreign Language Exam receive additional payment according to the level obtained. | |
| | Positive teaching performance appraisal or students' results | |
| | Not applicable | |
| | Additional responsibilities | Central |
| | Fixed amounts | |
| | Geographical location (high cost of living, disadvantaged or remote area) | |
| | Not applicable | |
| Teaching pupils/students with special education needs or challenging circumstances | | |
| Not applicable | | |
| Participation in extracurricular activities | Central | |
| Fixed amounts. Teachers in lower and upper secondary education who have responsibilities for carrying on special activities receive additional payment for six teaching hours a week. | | |
| Overtime | Central | |
| Fixed amounts. Teachers receive an extra payment if they teach more than 18 hours per week in primary schools and more than 15 hours per week in lower and upper secondary schools. | | |

TURKEY

SCHOOL HEADS

| Decision making levels for setting school heads' basic statutory salaries in public schools | | Salaries in the private sector |
|---|---------------|---|
| Pre-primary education | Central level | In accordance with the Ministry of National Education Regulation on Private Education Institutions, the basic net salary paid to a school head in a private independent school cannot be less than the basic net salary of a school head working in an equivalent public school. Taking this precondition into account, private schools may adopt different salary policies. Thus, school head salaries may vary significantly between private schools. |
| Primary education | Central level | |
| General lower secondary education | Central level | |
| General upper secondary education | Central level | |

| Annual gross salaries of full time fully qualified school heads in public schools | | | | | | Data on gross annual statutory salaries are from the Decision on the Lesson and Additional Lesson Hours of School Heads and Teachers of MoNE (http://mevzuat.meb.gov.tr/html/23555_0.html). The amounts reflect the salaries of school heads in most common school types, i.e., primary schools and general secondary schools. Salaries in other school types such as boarding primary schools, anatolia, science and social sciences high schools differ. | |
|---|------------------------|--------|---------|--------|-----------------------|--|--|
| | Basic statutory salary | | | | Average actual salary | | |
| | Minimum | | Maximum | | TRY | EUR | |
| | TRY | EUR | TRY | EUR | TRY | EUR | |
| Pre-primary | 43 296 | 14 730 | 47 625 | 16 203 | No data | No data | |
| Primary | 40 709 | 13 850 | 45 037 | 15 323 | No data | No data | |
| Lower secondary | 40 709 | 13 850 | 45 037 | 15 323 | No data | No data | |
| Upper secondary | 40 709 | 13 850 | 45 037 | 15 323 | No data | No data | |

| Salary allowances for school heads | Decision making levels |
|---|------------------------|
| <p>Further formal qualifications Fixed amounts. Master teachers and prime teachers receive additional payment. Teachers with masters' degree move on to one year upper degree in the salary scale and teachers with doctorate degree move on two years upper degree in the salary scale.</p> <p>Further CPD qualifications School heads obtaining a relevant level (A, B or C) from National Public Staff Foreign Language Exam receive additional payment according to the level obtained.</p> <p>Positive teaching/management performance appraisal Not applicable</p> <p>Additional responsibilities Not applicable</p> <p>Geographical location (high cost of living, disadvantaged or remote area) Not applicable</p> <p>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable</p> <p>Participation in extracurricular activities Not applicable</p> <p>Overtime School heads may teach for up to 6 hours a week if they wish and receive payment for each taught hour in that case.</p> | Central |

PART III: DEFINITIONS

| | |
|---------------------------------|-----|
| Education levels and programmes | 107 |
| Decision-making levels | 107 |
| Schools | 108 |
| Teachers and school heads | 108 |
| Salaries | 108 |
| Allowances | 109 |

Education levels and programmes

Pre-primary education (ISCED 0)

Pre-primary education is defined as the initial stage of organised instruction. It is school- or centre-based and is designed for children aged at least 3 years.

Primary education (ISCED 1)

This level begins between 5 and 7 years of age, is compulsory in all countries and generally lasts from four to six years.

Lower secondary education (ISCED 2)

Lower secondary education continues the basic programmes of primary level, although teaching is typically more subject-focused. Usually, the end of this level coincides with the end of compulsory education.

Upper secondary education (ISCED 3)

This level generally begins at the end of compulsory education. The entry age is typically 15 or 16 years. Entry qualifications (often the successful completion of compulsory education) and other minimum entry requirements are usually needed. Instruction is often more subject-oriented than at ISCED level 2. The typical duration of ISCED level 3 varies from two to five years.

Decision-making levels

The top-level authority for education

In most countries, this is the central government. In four cases, however, decision-making occurs at a different level, namely that of the governments of the Communities in Belgium, the *Länder* in Germany, the governments of the Autonomous Communities in addition to the central government in Spain and the respective education ministries in England, Wales, Northern Ireland and Scotland for the United Kingdom.

Local level / Municipality

This level refers to the decision-making bodies at municipal or city level.

School level

This level refers to all the decision-making bodies located within the school. They may include the school head, school board, parental committee, etc.

Schools

Public school

Public schools are those directly or indirectly administered by a public education authority and receive all/almost all their funding from the public authorities.

Private grant-aided schools

Schools/institutions which are directly or indirectly administered by a non-governmental organisation (church, trade union, a private business concern or other body) and which receive over 50 % of their funding from the public authorities.

Private independent schools

Private schools are regarded as independent if they get less than 50 % of their funding from public authorities.

School size

Where school heads' salaries are linked to the size of the school, the definition of 'small schools' and 'large schools' is used as laid down in national legislation or official national documents.

Teachers and school heads

Fully qualified classroom teacher

A classroom teacher is defined as a person whose 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. Fully qualified teachers have fulfilled all the training requirements for teaching (one or more subjects) and meet all other requirements (e.g. probation period) according to the official policy in a country.

School head

Any person leading a school or a group of schools who, alone or as part of an administrative body such as a board or council, is responsible for its leadership/management/administration. Depending on circumstances, the person concerned may also 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, management of staff and/or finances.

Salaries

Basic statutory salary (teachers/school heads)

The basic remuneration awarded to a teacher/school head who holds the minimum qualifications required to teach or to manage a school at a specific level of the education system and who is a childless, unmarried person.

Basic gross annual statutory salary

The amount paid by the employer in a year, including general increases to salary scales, the 13th month and holiday-pay (where applicable), excluding the employers' social security and pension contributions. This salary does not include other salary allowances or financial benefits (related, for example, to further qualifications, merit, overtime, additional responsibilities, geographical location, the obligation to teach classes in challenging circumstances, or accommodation, health or travel costs).

Minimum salary

The basic gross salary received by teachers and school heads in the above-mentioned circumstances at the start of their career.

Maximum salary

The basic gross salary received by teachers and school heads in the above-mentioned circumstances on retirement or after a certain number of years of service. The maximum salary includes solely increases related to the length of service and/or the age.

Actual gross average salary (teachers/school heads)

The actual gross annual salary received by all teachers/school heads at a specific education level, including their basic gross statutory salary plus all the allowances, bonuses or financial benefits, divided by the total number of teachers at that level. For some countries, all education levels are considered together. The data can be drawn from national administrative registers, statistical databases, representative sample surveys or other representative sources.

Allowances

Salary allowances

The basic gross salary may be accompanied by various forms of additional payments, which compensate teachers for further qualifications, additional tasks or responsibilities, for difficult working conditions or for good performance. These elements may represent a significant proportion of a teacher's salary in some countries. Allowances are often paid in European countries for:

Further formal qualifications

Further formal qualifications makes reference to any postgraduate qualifications obtained beyond the minimum qualification needed to become a teacher at the specific level of education (e.g. Master's degree, Doctorate, etc.).

Further CPD qualifications

Formal and non-formal Continuing Professional Development (CPD) activities which may, for example, include subject-based and pedagogical training, using ICT for teaching, developing new teaching materials, etc. In certain cases, these activities may lead to additional qualifications.

Positive performance appraisal

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. Additional allowances are paid in some countries to teachers/school heads who perform well in appraisals.

Additional responsibilities

These include any activities that might be carried out by teachers/school heads as distinct from those specified in their contract. These activities can include supervision of pupils after classes, participation in school management, provision of support to other teachers, serving as a head of department, membership of selection or examination committees, participation in national or international bodies, organisation of teaching materials, etc. However, responsibilities for leadership/management/administration etc. are not regarded as additional responsibilities for school heads.

Geographical location (high cost of living, disadvantaged or remote areas, etc.)

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 group are the allowances given for working in regions such as capital cities where the cost of living is above average.

Special education needs or challenging circumstances

Activities linked to the teaching of pupils/students with special education needs within mainstream classes as well as pupils/students with learning difficulties, language problems, and those from an immigrant background, etc., often qualify teachers for additional allowances. In the case of school heads, these activities also include tasks designed to coordinate and support specific groups of pupils/students.

Extra-curricular activities

These activities can include sports, out-of-school workshops, visits to museums, theatres, summer schools, etc.

Overtime

Overtime is the amount of time spent by teachers and school heads at work which exceeds the number of working hours specified in the contract of employment or in the conditions of service.

ACKNOWLEDGEMENTS

**EDUCATION, AUDIOVISUAL AND CULTURE
EXECUTIVE AGENCY**

EDUCATION AND YOUTH POLICY ANALYSIS

Avenue du Bourget 1 (BOU2)
B-1049 Brussels
(<http://eacea.ec.europa.eu/education/eurydice>)

Managing editor

Arlette Delhaxhe

Authors

Michele Zagordo

Layout and graphics

Patrice Brel

Production coordinator

Gisèle De Lel

EURYDICE NATIONAL UNITS

AUSTRIA

Eurydice-Informationsstelle
Bundesministerium für Bildung und Frauen
Abt. IA/1b
Minoritenplatz 5
1014 Wien
Contribution of the Unit: Joint responsibility

BELGIUM

Unité Eurydice de la Fédération Wallonie-Bruxelles
Ministère de la Fédération Wallonie-Bruxelles
Direction des relations internationales
Boulevard Léopold II, 44 – Bureau 6A/012
1080 Bruxelles
Contribution of the Unit: Joint responsibility

Eurydice Vlaanderen
Departement Onderwijs en Vorming/
Afdeling Strategische Beleidsondersteuning
Hendrik Consciencegebouw
Koning Albert II-laan 15
1210 Brussel
Contribution of the Unit: Eline De Ridder (coordination of the data collection); experts: Ann Van Driessche, Raymond Van De Sijpe and Marc Leunis

Eurydice-Informationsstelle der Deutschsprachigen
Gemeinschaft
Autonome Hochschule in der DG
Monschauer Strasse 57
4700 Eupen
Contribution of the Unit: Stéphanie Nix

BOSNIA AND HERZEGOVINA

Ministry of Civil Affairs
Department for Education
Milijana Lale
B&H 1
71000 Sarajevo

BULGARIA

Eurydice Unit
Human Resource Development Centre
Education Research and Planning Unit
15, Graf Ignatiev Str.
1000 Sofia
Contribution of the Unit: Anita Rahova (expert at the Ministry of education and science)

CROATIA

Ministarstvo znanosti, obrazovanja i športa
Donje Svetice 38
10000 Zagreb
Contribution of the Unit: Duje Bonacci

CYPRUS

Eurydice Unit
Ministry of Education and Culture
Kimonos and Thoukydidou
1434 Nicosia
Contribution of the Unit: Leontios Leontiou (Department of Secondary General Education, Ministry of Education and Culture)

CZECH REPUBLIC

Eurydice Unit
Centre for International Cooperation in Education
Dům zahraniční spolupráce
Na Poříčí 1035/4
110 00 Praha 1
Contribution of the Unit: Marcela Máchová and Michaela Maršíková

DENMARK

Eurydice Unit
The Agency for Higher Education
Bredgade 43
1260 København K
Contribution of the Unit: Joint responsibility

ESTONIA

Eurydice Unit
Analysis Department
Ministry of Education and Research
Munga 18
50088 Tartu
Contribution of the Unit: Kersti Kaldma (coordination); experts: Tiina Annus, Ingrid Jaggo (Ministry of Education and Research)

FINLAND

Eurydice Unit
Finnish National Board of Education
P.O. Box 380
00531 Helsinki
Contribution of the Unit: Kristiina Volmari

FORMER YUGOSLAV REPUBLIC OF MACEDONIA

National Agency for European Educational Programmes and Mobility
Porta Bunjakovec 2A-1
1000 Skopje
Contribution of the Unit: Ana Mitrovska (Head of Unit, Management of human resources, National agency for European educational programmes and mobility)

FRANCE

Unité française d'Eurydice
Ministère de l'Éducation nationale, de l'Enseignement supérieur et de la Recherche
Direction de l'évaluation, de la prospective et de la performance
Mission aux relations européennes et internationales
61-65, rue Dutot
75732 Paris Cedex 15
Contribution of the Unit: Pierrette Briant, Florence Lefresne, Robert Rakocevic

GERMANY

Eurydice-Informationsstelle des Bundes
EU Bureau of the German Ministry for Education and Research
Rosa-Luxemburg-Str.2
10178 Berlin

Eurydice-Informationsstelle der Länder im Sekretariat der Kultusministerkonferenz
Graurheindorfer Straße 157
53117 Bonn
Contribution of the Unit: Thomas Eckhardt and Brigitte Lohmar

GREECE

Eurydice Unit
Ministry of Education and Religious Affairs
Directorate for European Union Affairs
37 Andrea Papandreou Str. (Office 2172)
15180 Maroussi (Attiki)
Contribution of the Unit: Anna Krompa (Acting Head of Unit)

HUNGARY

Eurydice National Unit
Hungarian Institute for Educational Research and Development
Szalay u. 10-14
1055 Budapest
Contribution of the Unit: Joint responsibility

ICELAND

Eurydice Unit
Education Testing Institute
Borgartúni 7a
105 Reykjavik
Contribution of the Unit: Joint responsibility

IRELAND

Eurydice Unit
Department of Education and Skills
International Section
Marlborough Street
Dublin 1
Contribution of the Unit: Bernadette Quinn (Assistant Principal Officer, Expenditure & Financial Control), Pádraig Maloney (Principal Officer, Payroll)

ITALY

Unità italiana di Eurydice
Istituto Nazionale di Documentazione, Innovazione e Ricerca Educativa (INDIRE)
Agenzia Erasmus+
Via C. Lombroso 6/15
50134 Firenze
Contribution of the Unit: Simona Baggiani; experts: Gianna Barbieri e Lucia De Fabrizio (Ufficio di statistica settore istruzione, Ministero dell'istruzione, dell'università e della ricerca)

LATVIA

Eurydice Unit
State Education Development Agency
Valņu street 3
1050 Riga
Contribution of the Unit: Svetlana Batare (expert)

LIECHTENSTEIN

Informationsstelle Eurydice
Schulamt des Fürstentums Liechtenstein
Austrasse 79
Postfach 684
9490 Vaduz
Contribution of the Unit: Eva-Maria Schädler

LITHUANIA

Eurydice Unit
National Agency for School Evaluation
Didlaukio 82
08303 Vilnius
Contribution of the Unit: Joint responsibility

LUXEMBOURG

Unité nationale d'Eurydice
ANEFORÉ ASBL
58, boulevard Grande-Duchesse Charlotte
1330 Luxembourg
Contribution of the Unit: external experts: Mike Engel and Gilles Hirt (Ministry of National Education)

MALTA

Eurydice Unit
Research and Development Department
Ministry for Education and Employment
Great Siege Rd.
Floriana VLT 2000
Contribution of the Unit: Research and Development Department, Ministry for Education and Employment

MONTENEGRO

Eurydice Unit
Rimski trg bb
81000 Podgorica
Contribution of the Unit: Biljana Misovic

NETHERLANDS

Eurydice Nederland
Ministerie van Onderwijs, Cultuur en Wetenschap
Directie Internationaal Beleid
Etage 4 – Kamer 08.022
Rijnstraat 50
2500 BJ Den Haag
Contribution of the unit: Hans Ruesink and Dick van Vliet (experts)

NORWAY

Eurydice Unit
Ministry of Education and Research
AIK-avd., Kunnskapsdepartementet
Kirkegata 18
P.O. Box 8119 Dep.
0032 Oslo
Contribution of the Unit: Joint responsibility

POLAND

Eurydice Unit
Foundation for the Development of the Education System
Mokotowska 43
00-551 Warsaw
Contribution of the Unit: Magdalena Górowska-Fells; expert:
Anna Nowożyńska (Ministry of National Education)

PORTUGAL

Unidade Portuguesa da Rede Eurydice (UPRE)
Ministério da Educação e Ciência
Direção-Geral de Estatísticas da Educação e Ciência
(DGEEC)
Av. 24 de Julho, 134
1399-054 Lisboa
Contribution of the Unit: Isabel Almeida;
outside the Unit: João Matos, Alcina Cardoso

ROMANIA

Eurydice Unit
National Agency for Community Programmes in the Field of
Education and Vocational Training
Universitatea Politehnică București
Biblioteca Centrală
Splaiul Independenței, nr. 313
Sector 6
060042 București
Contribution of the Unit: Veronica – Gabriela Chirea, in
cooperation with experts: George Ghelmez (Director) and
Elena Manea (expert), Human Resources Department,
Ministry of National Education

SERBIA

Ministarstvo prosvete i nauke
Nemanjina 22-26
11000 Belgrade

SLOVAKIA

Eurydice Unit
Slovak Academic Association for International Cooperation
Svoradova 1
811 03 Bratislava
Contribution of the Unit: Joint responsibility

SLOVENIA

Eurydice Unit
Ministry of Education, Science and Sport
Education Development Office
Masarykova 16
1000 Ljubljana
Contribution of the Unit: Barbara Kresal Sterniša; expert:
Tatjana Rozman (Ministry of Education, Science and Sport)

SPAIN

Eurydice España-REDIE
Centro Nacional de Innovación e Investigación Educativa
(CNIIE)
Ministerio de Educación, Cultura y Deporte
c/General Oraa 55
28006 Madrid
Contribution of the Unit: Flora Gil Traver, Ana I. Martín
Ramos

SWEDEN

Eurydice Unit
Universitets- och högskolerådet/The Swedish Council for
Higher Education
Universitets- och högskolerådet
Box 45093
104 30 Stockholm
Contribution of the Unit: Joint responsibility


TURKEY

Eurydice Unit
MEB, Strateji Geliştirme Başkanlığı (SGB)
Eurydice Türkiye Birimi, Merkez Bina 4. Kat
B-Blok Bakanlıklar
06648 Ankara
Contribution of the Unit: Osman Yıldırım Uğur,
Dilek Güleçyüz

UNITED KINGDOM

Eurydice Unit for England, Wales and Northern Ireland
Centre for Information and Reviews
National Foundation for Educational Research (NFER)
The Mere, Upton Park
Slough, Berkshire, SL1 2DQ
Contribution of the Unit: Hilary Grayson

Eurydice Unit Scotland
c/o Intelligence Unit
Education Analytical Services
Scottish Government
Area 2D South, Mail point 28
Victoria Quay
Edinburgh EH6 6QQ
Contribution of the Unit: Alexandra Rosenberg and
Christopher Newson



The **Eurydice network** provides information on and analyses of European education systems and policies. It consists of national units based in 34 countries participating in the EU's Lifelong Learning programme and is co-ordinated and managed by the EU Education, Audiovisual and Culture Executive Agency in Brussels, which drafts its publications and databases.

The **Eurydice network** serves mainly those involved in educational policy-making at national, regional and local levels, as well as in the European Union institutions. It focuses primarily on the way education in Europe is structured and organised at all levels. Its publications output may be broadly divided into descriptions of national education systems, comparative studies devoted to specific topics, and indicators and statistics. They are available free of charge on the Eurydice website or in print upon request.

EURYDICE on the Internet –
<http://eacea.ec.europa.eu/education/eurydice>