



# Teachers' and School Heads' Salaries and Allowances

*in Europe  
2017/18*

*Eurydice – Facts and Figures*







# Teachers' and School Heads' Salaries and Allowances in Europe 2017/18

**Eurydice – Facts and Figures**

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Education, Audiovisual and Culture Executive Agency  
Education and Youth Policy Analysis  
Avenue du Bourget 1 (J-70 – Unit A7)  
BE-1049 Brussels  
E-mail: [eacea-eurydice@ec.europa.eu](mailto:eacea-eurydice@ec.europa.eu)  
Website: <http://ec.europa.eu/eurydice>

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## CODES

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### Country codes

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

### Statistical codes

: or **m** = Data not available

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



## MAIN FINDINGS

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- In 2017/18, teachers saw their statutory salaries increase in most education systems. These were usually due to increases that are index-linked to inflation or to the cost of living. However, in Bulgaria, Czechia, Estonia, Lithuania, the Netherlands, Romania and Slovakia, there were policy changes that had a significant positive impact on teachers' salary levels. Collective bargaining also brought significant salary increases in Denmark, Malta, Sweden and Iceland.
- From 2014/15 to 2017/18, the inflation-adjusted salaries of beginning teachers increased by 4 % or more in most countries. The increase was particularly high in Bulgaria, Czechia, Estonia, Ireland, Latvia, Romania, Slovakia, Sweden and Iceland. When adjusted for inflation, starting salaries were lower in 2017/18 than three years before in nine countries.
- While in some countries all beginning teachers have the same statutory salary regardless of the education level at which they teach, in others, there are differences between education levels. These differences are usually linked to differences in minimum qualification requirements.
- The salaries of beginning teachers increase on average by around 50 % during their career, but the rate of increase and the timing vary significantly across European countries. While in some countries, teachers usually reach the highest salary level before completing 20 years of service, in other education systems, it may take them 35 years or even more.
- The average actual salary of teachers (including any allowances or other additional payments) is similar or higher than the GDP per capita in most education systems.
- The German-speaking Community of Belgium, Ireland, Italy, Hungary, Romania and the United Kingdom (England, Wales, Northern Ireland and Scotland) are the education systems with the widest differences in statutory salaries between teachers and school heads.
- In most education systems, salaries of school heads vary depending on the size and other characteristics of the school. The difference is generally below 20 %, but it can be above 30 % in Ireland, Latvia, the Netherlands and the United Kingdom (England, Wales and Northern Ireland).



## PART I: COMPARATIVE ANALYSIS

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### Introduction

Teachers' knowledge and skills, their commitment to the job, and the quality of school leadership, are all essential factors in achieving high quality educational outcomes. It is therefore important that those employed to teach and to lead schools are the best qualified, most talented and most able to meet the new demands placed on the profession <sup>(1)</sup>.

Teaching has changed considerably over recent years. It is no longer concerned only with the transmission of knowledge. Increasing emphasis is now being placed on facilitating the learning process – supporting learners, co-creating knowledge with them, and helping them to develop key competences. Teachers are expected to use information and communication technologies (ICT), work in teams, teach children from a variety of socio-economic and cultural backgrounds, engage with families, facilitate the integration of children with special education needs (SEN) and contribute to school leadership and management. In turn, school heads must provide leaderships for staff, support their professional development, improve school performance, liaise with local stakeholders and manage financial resources.

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

This report analyses the earnings of full-time, fully qualified teachers and school heads in public schools in 42 European education systems <sup>(2)</sup>. At secondary level, however, only general programmes are included. The analysis, therefore, covers ISCED levels 02, 1, 24 and 34, which will subsequently be referred to as pre-primary, primary, lower secondary and upper secondary levels respectively.

**Section 1** examines the annual gross statutory salaries of beginning teachers in 2017/18 at all school levels in general education. **Section 2** looks into the changes in teachers' statutory salaries in recent years. **Section 3** reveals how salary progression throughout a teacher's career varies across countries. **Section 4** analyses the average annual gross salary of teachers, including allowances and other additional payments. **Section 5** identifies the main systems for remunerating school heads and shows how their statutory salaries relate to the size of the school. **Section 6** compares teachers' and school heads' statutory salaries in 2017/18.

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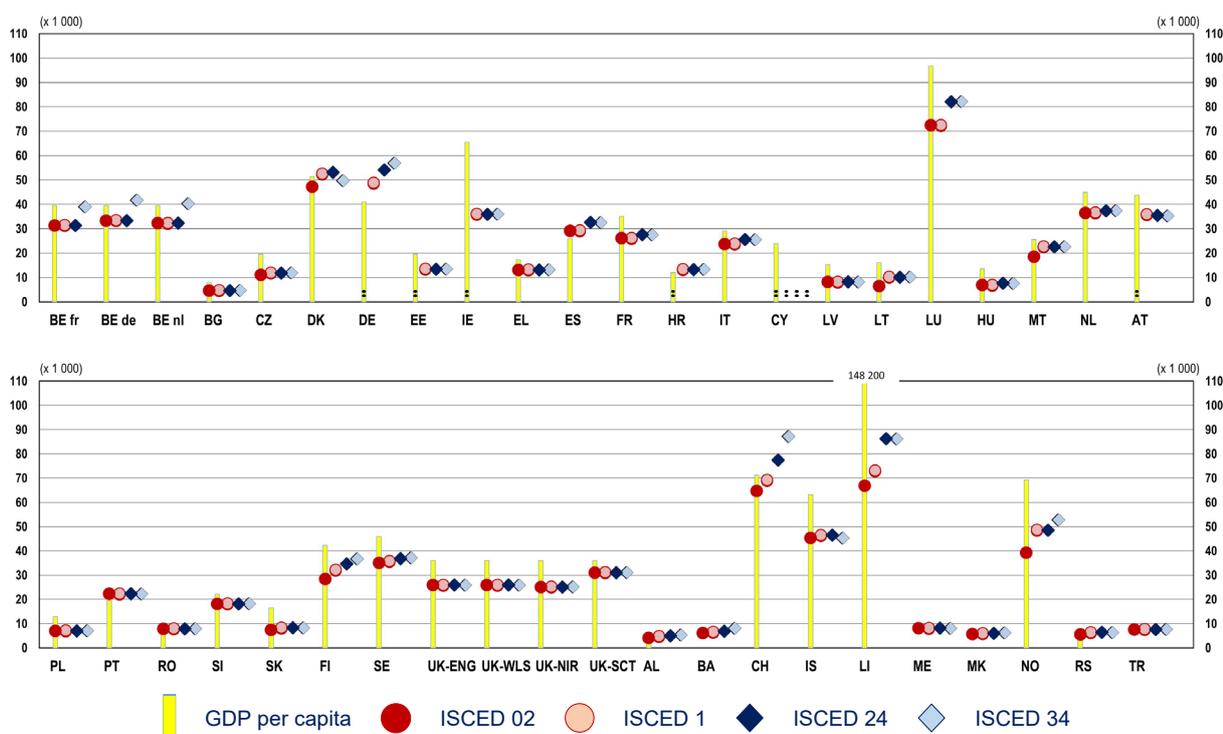
<sup>(1)</sup> Council of the European Union, 2014. *Conclusions on effective teacher education*. Education, Youth, Culture and Sport Council meeting, Brussels, 20 May 2014. European Commission, 2013. *Supporting teacher competence development for better learning outcomes*, available at [http://ec.europa.eu/education/policy/school/doc/teachercomp\\_en.pdf](http: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

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

## 1. Statutory salaries usually differ between education levels due to different qualification requirements

There are significant differences between European countries in the statutory salaries given to teachers entering the profession <sup>(3)</sup>. Statutory starting salaries range from less than 5 000 euros per year in Bulgaria and Albania to more than 70 000 euros in Luxembourg and Liechtenstein. The salary level is normally related to a country's wealth. As Figure 1 shows, the lowest statutory salaries are found in countries with the lowest gross domestic product (GDP) per capita (e.g. Bulgaria, Latvia, Hungary, Poland, Romania, Slovakia, Albania and Serbia), while the highest salaries are awarded in countries with a high GDP per capita (e.g. Denmark, Luxembourg, Switzerland, Iceland, Liechtenstein and Norway). Section 4 examines the differences between average teacher salaries and the GDP per capita in each country.

**Figure 1: Annual gross statutory starting salaries (EUR) for full-time, fully qualified teachers in public schools, 2017/18**



### Explanatory note

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

Data on salaries for each country can be found in Part II of this report (National Data Sheets). Where salaries are reported in a different national currency, the exchange rates used to convert these salaries into euros are available in an annex at the end of the report, as are data on GDP per capita (2018). For Croatia, Albania, Switzerland, Iceland and Liechtenstein, the data on the GDP per capita refers to 2017.

### Country-specific notes

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

**Belgium (BE de):** The GDP is for the whole of Belgium.

<sup>(3)</sup> The definition of statutory salaries can be found in Part III of the report (Definitions).

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

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

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

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

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

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

**Lithuania:** Data correspond to a teaching workload of 36 hours a week, compared to the 18 shown in the 2015/16 and earlier editions of this report.

**Netherlands:** At secondary level, the salaries shown are the weighted averages of three salary scales according to the proportion of teachers paid on each one on 1 October 2017.

**Austria:** The salaries shown represent the weighted averages of two pay scales. ISCED 34 includes the salaries of teachers in vocational programmes. There are no federal level statistics for ISCED 02.

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

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

**Sweden:** There are no statutory salaries. The reported salaries correspond to the median values of teachers' actual salaries with one or two years of experience in 2017.

**United Kingdom (ENG/WLS):** The starting salary is the minimum of the main pay range for England and Wales excluding the London area. Teachers employed in the London area (England) are paid on one of three higher ranges: inner London; outer London; and London fringe. GDP is calculated for the whole of the UK.

**United Kingdom (NIR):** The starting salary is the minimum of the main pay scale. GDP is calculated for the whole of the UK.

**United Kingdom (SCT):** GDP is calculated for the whole of the UK.

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

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

**Norway:** The majority of primary and secondary teachers have a higher qualification than the minimum and consequently receive a higher statutory salary, which is reported here.

The average annual gross starting statutory salary (for the 42 education systems) is 24 027 euros at pre-primary level, 25 668 euros in primary education, 26 839 euros in lower secondary education and 27 791 euros for teachers of upper secondary general programmes. While in some countries all teachers have the same statutory salary regardless of the education level at which they teach, in others, there are differences between education levels, which are usually due to differences in minimum qualification requirements.

In 11 countries (Bulgaria, Greece, France, Latvia, Poland, Portugal, Romania, Slovenia, the United Kingdom, Montenegro and Turkey), pre-primary, primary and secondary teachers all receive the same statutory starting salary, and the same qualification is generally required to enter the teaching profession at all four education levels<sup>(4)</sup>. The only exception are pre-primary teachers in Slovenia, who enjoy the same statutory salary as teachers in primary and secondary education despite having lower qualification requirements. In Poland and Montenegro, most teachers at all four education levels have the same qualification and earn the same salary. However, in pre-primary, primary and lower secondary education in Poland and pre-primary education in Montenegro, teachers may enter the profession with a qualification lower than usual, and then receive a commensurately lower statutory salary.

In seven countries (Czechia, Estonia, Ireland, Lithuania, Malta, Slovakia and Serbia), the pay level and qualification requirements for primary and secondary teachers are the same, but for pre-primary teachers they are lower. This is also the case in Norway, but in this country, most upper secondary teachers hold a higher level qualification and therefore receive higher salaries.

In the three Communities of Belgium, the minimum qualification and the statutory salary for beginning teachers is the same across all education levels, although at upper secondary level, as shown in the figure, most teachers hold a higher qualification and their statutory salaries are also higher.

<sup>(4)</sup> In France, the statutory salary in secondary education is slightly higher than in pre-primary and primary education because the allowance for tutoring that all teachers receive is slightly higher, and it also includes a compensation for overtime.

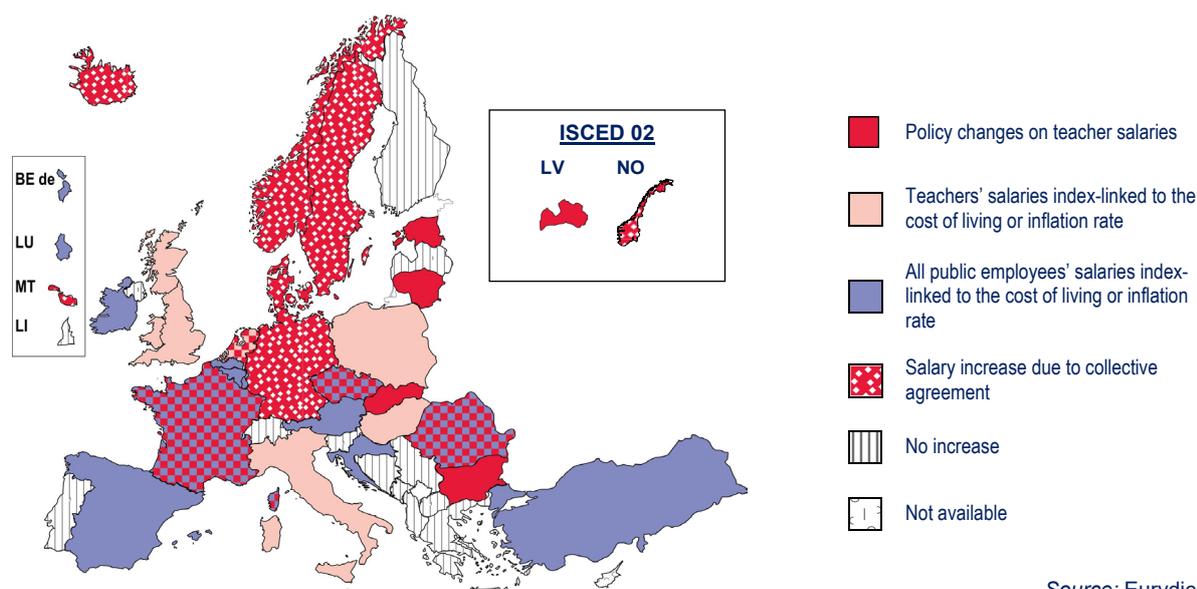
In Spain, Italy, Luxembourg, Hungary and the Netherlands, pre-primary and primary teachers are required to have the same qualification level to enter the teaching profession and have the same statutory salary, while lower and upper secondary teachers hold a higher qualification and so receive a higher salary <sup>(5)</sup>.

In seven countries, the salaries of beginning teachers tend to be higher with each school level, but salary differences between levels do not always correspond with differences in the qualification requirements. This is the case in Denmark, Finland, Sweden, Bosnia and Herzegovina (where salaries are determined by collective agreement) as well as in Albania, Liechtenstein and North Macedonia.

## 2. The statutory salaries of new teachers have increased significantly in recent years in some education systems

In 2017/18, teachers saw their statutory salaries increase in most education systems (see Figure 2). In many cases, this was due to increases index-linked to inflation or the cost of living. However, in Bulgaria, Czechia, Estonia, Lithuania, the Netherlands, Romania and Slovakia, there were policy changes which had a significant impact on teachers' salary levels.

**Figure 2: Reasons for changes in teachers' statutory salaries in public schools between 2016/17 and 2017/18**



Source: Eurydice.

### Explanatory note

This figure shows the reasons for the changes in teachers' statutory salaries between 2016/17 and 2017/18. The analysis covers the salaries of beginning teachers, with 10 and 15 years' experience and at the top of the pay range, ISCED levels 02, 1, 24 and 34.

### Country-specific notes

**Greece:** The statutory salaries of beginning teachers remained the same. However, the salaries of some teachers (depending on their experience) slightly increased compared to the previous year as the result of a partial lifting of the austerity measures.

**Portugal:** As from 1 January 2018, access to the top of the scale was unfrozen, which led to a salary increase for these teachers. The top salary increased by 9 %.

<sup>(5)</sup> In the Netherlands, statutory salaries are the same for lower and upper secondary teachers; however, at lower secondary level, teachers may hold a Bachelor's (as pre-primary and primary teachers) or a Master's degree (as upper secondary teachers).

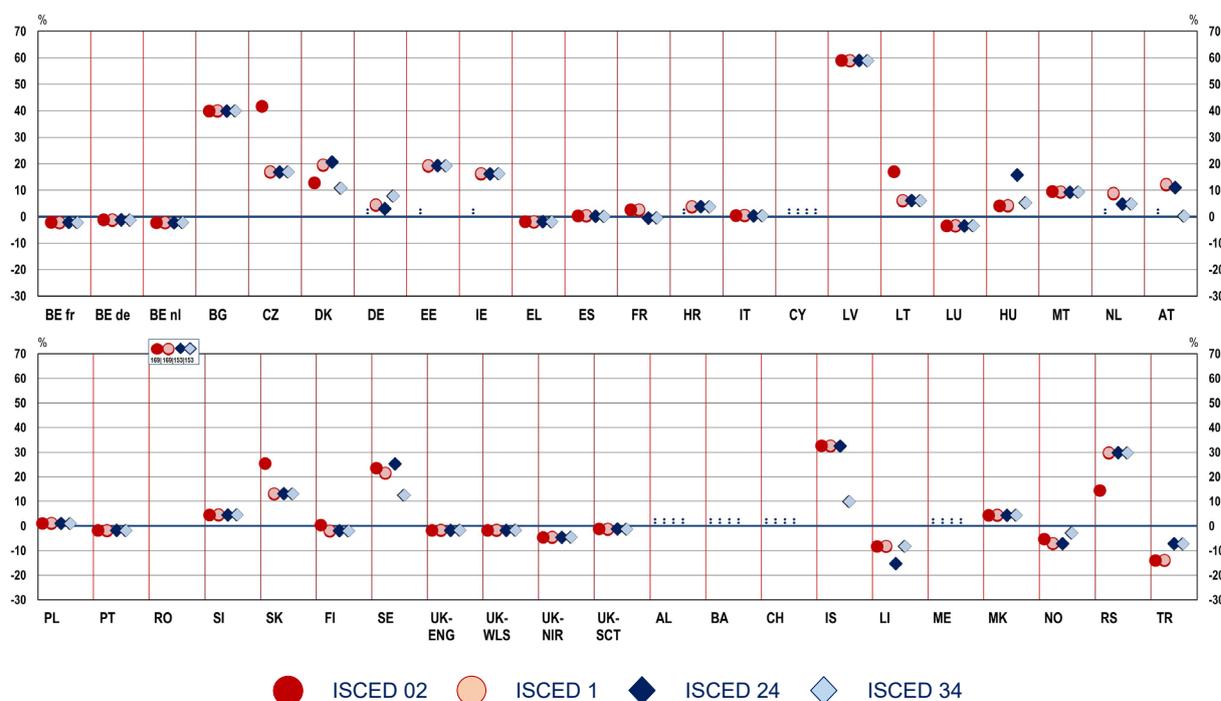
The pay rises reached approximately 15 % in Bulgaria and Czechia, 13 % in Estonia, between 3 % and 8 % in Lithuania, and around 6 % in the Netherlands and Slovakia <sup>(6)</sup>. In Latvia also, the salary of pre-primary teachers increased by almost 10 %. The highest increase took place in Romania, where the salaries of new teachers almost doubled while those of experienced teachers also increased significantly, in particular at pre-primary and primary level. However, as from January 2018, teachers in Romania must pay the full contribution to the social security and pension scheme (including the part previously paid by employers). In France, in addition to the general index-linked salary increase for all public employees, teachers' pay scales were upgraded, which, altogether, led to a salary increase of between 1.5 % and 2.5 %.

Collective bargaining also brought significant salary increases in six other countries. Salaries rose by between 1.5 % and 7 % in Germany, between 3 % and 6 % in Denmark (except pre-primary education) and Sweden, and between 5 % and 14 % in Malta. In Iceland, the rise was between 12 % and 36 % at upper secondary level, and between 3 % and 6 % at other education levels. In Norway, the salaries of pre-primary teachers with the minimum qualification increased by up to 4 % and those of teachers with a higher qualification rose by 2 %.

Increases index-linked to inflation or the cost of living were awarded to teachers in Italy, Hungary, Poland and the United Kingdom (England, Wales and Scotland). In seven other countries, all public employees, including teachers, received such increases (Belgium, Ireland, Spain, Croatia, Luxembourg, Austria and Turkey). While these increases help teachers keep pace with the rising cost of living, they do little to improve their purchasing power.

In the remaining education systems, statutory salaries did not increase in 2017/18, at the consequent loss in teachers' purchasing power.

**Figure 3: Percentage change in teachers' statutory starting salaries from 2014/15 to 2017/18 (2015 constant prices and national currency)**



Source: Eurydice.

<sup>(6)</sup> For Czechia, the Netherlands and Romania, the percentage increase also includes the adjustment of salaries to the cost of living.

**Figure 3 (continued)**

**Percentage change in teachers' statutory starting salaries from 2014/15 to 2017/18 (2015 constant prices and national currency)**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
ISCED 02	-2	-1	-2	40	42	13	:	:	:	-2	0	3	:	0	:	59	17	-3	4	10	:	:
ISCED 1	-2	-1	-2	40	17	19	4	19	16	-2	0	3	4	0	:	59	6	-3	4	9	9	12
ISCED 24	-2	-1	-2	40	17	21	3	19	16	-2	0	0	4	0	:	59	6	-3	16	9	5	11
ISCED 34	-2	-1	-2	40	17	11	8	19	16	-2	0	0	4	0	:	59	6	-3	5	9	5	0
	PL	PT	RO	SI	SK	FI	SE	UK-ENG	UK-WLS	UK-NIR	UK-SCT	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR	
ISCED 02	1	-2	169	5	25	0	24	-2	-2	-5	-1	:	:	:	33	-8	:	4	-5	14	-14	
ISCED 1	1	-2	169	5	13	-2	21	-2	-2	-5	-1	:	:	:	33	-8	:	4	-7	30	-14	
ISCED 24	1	-2	153	5	13	-2	25	-2	-2	-5	-1	:	:	:	33	-15	:	4	-7	30	-7	
ISCED 34	1	-2	153	5	13	-2	13	-2	-2	-5	-1	:	:	:	10	-8	:	4	-3	30	-7	

### Explanatory note

This figure shows the percentage change between 2014/15 and 2017/18 in the annual gross statutory salaries, at 2015 constant prices, received by full-time beginning teachers holding the minimum qualification required to enter the profession in pre-primary, primary, general lower secondary education and general upper secondary education.

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

Salaries in 2017/18 have been divided by the Harmonised Index of Consumer Prices (HICP) to discount the effects of price inflation over the last three years. The values for the HICP were extracted on 25 April 2019 from [https://ec.europa.eu/eurostat/data/database?node\\_code=prc\\_hicp\\_aaind](https://ec.europa.eu/eurostat/data/database?node_code=prc_hicp_aaind)

### Country-specific notes

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

**Denmark:** Data for 2014/15 excluded the employees' contribution to the social security and pension scheme, which is included in 2017/18. Therefore, the increase in the statutory salaries was lower than reported.

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

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

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

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

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

**Hungary:** The qualification requirements to enter the profession at ISCED 24 were upgraded in 2016/17 and therefore the salaries increased.

**Slovenia:** The food allowance that all teachers receive is included in data for 2017/18 but not in 2014/15.

**United Kingdom:** The price index has been calculated for the whole of the UK.

**Norway:** At ISCED 1 and 24, the data on statutory salaries refer to teachers with four years' initial education. At ISCED 34, the data refer to teachers with 6 years' initial education.

**Serbia:** Data on starting salaries in 2017/18 include only teachers with a Master's degree while data for 2014/15 include teachers with a lower qualification and statutory salary.

Figure 3 shows the changes in the annual statutory starting salaries over the last three years adjusted for the effects of price inflation. From 2014/15 to 2017/18, the inflation-adjusted salaries of beginning teachers increased by 4 % or more in most countries.

The increase in statutory starting salaries was around 40 % in Bulgaria, 17 % in Czechia (42 % for pre-primary teachers), 16 % in Ireland, around 10 % in Malta, 13 % in Slovakia (25 % for pre-primary teachers), more than 20 % in Sweden (13 % at upper secondary level) and 33 % in Iceland (10 % at upper secondary level). In Latvia, there was a 60 % increase due to the large rise in minimum salaries in 2016. Statutory starting salaries more than doubled in Romania but teachers must now pay for their full contribution to the health system and to the social security and pension scheme. In Estonia, the minimum wage for teachers has increased by almost 20 % over the last three years.

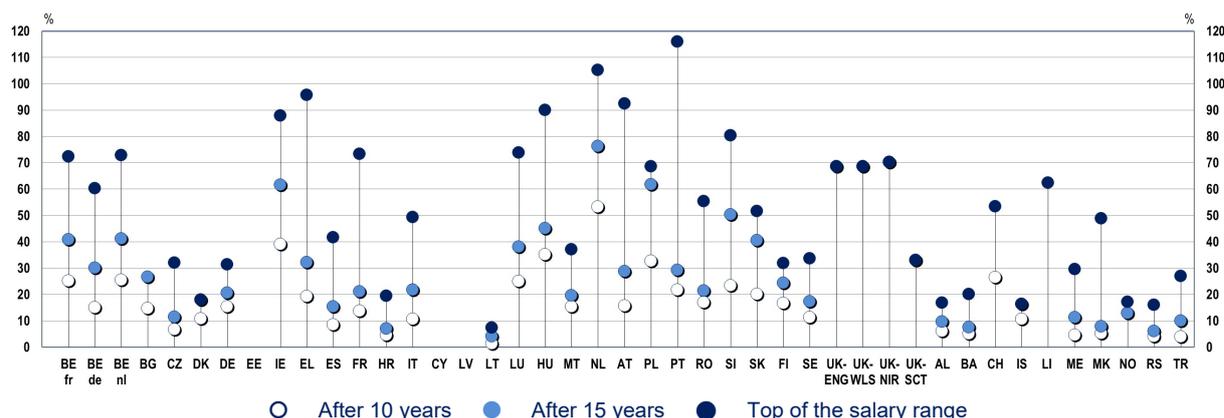
When adjusted for inflation, the salaries of beginning teachers were slightly lower in 2017/18 than in 2014/15 in Belgium, Greece, Luxembourg, Portugal, Finland and the United Kingdom. In Liechtenstein, Norway and Turkey, they were between 7 % and 15 % lower (depending on the country and the education level).

### 3. The extent of salary progression and its timing vary greatly across countries

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

The difference in the rate of increase in teachers' statutory salaries at lower secondary level across Europe is very broad, ranging from 7 % in Lithuania to 116 % in Portugal. On average, salaries at the top of the pay range are 52 % higher than starting salaries at this education level. The difference is slightly smaller in pre-primary and primary education (48 % and 51 % respectively), and slightly larger at upper secondary level (54 %).

**Figure 4: Percentage difference between the statutory starting salaries of lower secondary teachers and their salaries after 10 and 15 years' service, and at the top of the pay range, 2017/18**



Source: Eurydice.

**Percentage difference between statutory starting salaries of lower secondary teachers and their salaries after 10 and 15 years' service, and at the top of the pay range, 2017/18**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
After 10 years of experience	25	15	25	15	7	11	15	(-)	39	19	8	14	4	11	:	(-)	1	25	35	15	53	16
After 15 years of experience	41	30	41	27	11	18	21	(-)	62	32	15	21	7	22	:	(-)	4	38	45	20	76	29
At the top of the range	72	60	73	(-)	32	18	31	(-)	88	96	42	73	19	49	:	(-)	7	74	90	37	105	92
	PL	PT	RO	SI	SK	FI	SE	UK-ENG	UK-WLS	UK-NIR	UK-SCT		AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
After 10 years of experience	33	22	17	23	20	17	11	(-)	(-)	70	33		6	5	26	11	(-)	5	5	13	4	4
After 15 years of experience	62	29	21	50	41	24	17	69	69	70	33		10	7	(-)	16	(-)	11	8	13	6	10
At the top of the range	69	116	55	80	52	32	34	69	69	70	33		17	20	53	16	62	29	49	17	16	27

#### Explanatory note

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

#### Country-specific notes

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

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

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

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

**Ireland:** The salaries shown refer to the new statutory salary scales for teachers appointed from the start of 2011, although the majority of experienced teachers are still paid according to the pre-2011 salary scale.

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

**Croatia:** The starting salary used in the calculations corresponds to the salary of a fully qualified teacher, which includes an additional 0.5 % increase for one year of service.

**Lithuania:** The data correspond to a teaching workload of 36 hours a week, compared to 18 in the 2015/16 and previous Eurydice reports.

**Latvia:** Only starting salaries are defined in official regulations.

**Netherlands:** Teacher salaries, placement and progression are determined at school level. The salaries shown are weighted averages of the three salary scales according to the proportion of teachers paid on each one on 1 October 2017.

**Austria:** The salaries shown represent the weighted means of two pay scales. The starting salaries refer to the new payment scheme introduced in 2015, while the salaries after 10 and 15 years and at the top of the range refer to the old scheme.

**Sweden:** There are no statutory salaries. The starting salaries shown correspond to the median values of actual salaries for teachers with one or two years' experience in 2017. Top salaries refer to actual salaries above the 90th percentile.

**United Kingdom (ENG/WLS):** The starting salary is the minimum of the main pay range and the top salary is the maximum of the upper pay range for England and Wales excluding the London Area. Teachers employed in the London area are paid on one of three higher ranges: inner London; outer London; and London fringe.

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

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

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

As Figure 4 shows, salary progression – understood as the percentage change between statutory starting salaries and the top of the range – is particularly modest in some of the countries where the salaries for new teachers also happen to be low. These include Croatia, Lithuania, Albania, Bosnia and Herzegovina, Montenegro, Serbia and Turkey. Salary progression is also limited in Denmark, Iceland and Norway but, in these countries, starting salaries are much more attractive and teachers can reach the top salary early in their careers (as explained in the next figure).

The education systems with the most significant salary progression are the French and Flemish Communities of Belgium, Ireland, Greece, France, Luxembourg, Hungary, the Netherlands, Austria, Portugal and Slovenia. However, in some of these countries (e.g. Greece, Hungary, Portugal and Slovenia), statutory starting salaries are relatively low. In contrast, in Ireland, Luxembourg and the Netherlands, both starting salaries and rate of increase are significant. In Austria, a new payment scheme introduced for teachers starting from 2015 provides for higher starting salaries but a lower increase over time than under the old scheme (which is shown in the figure).

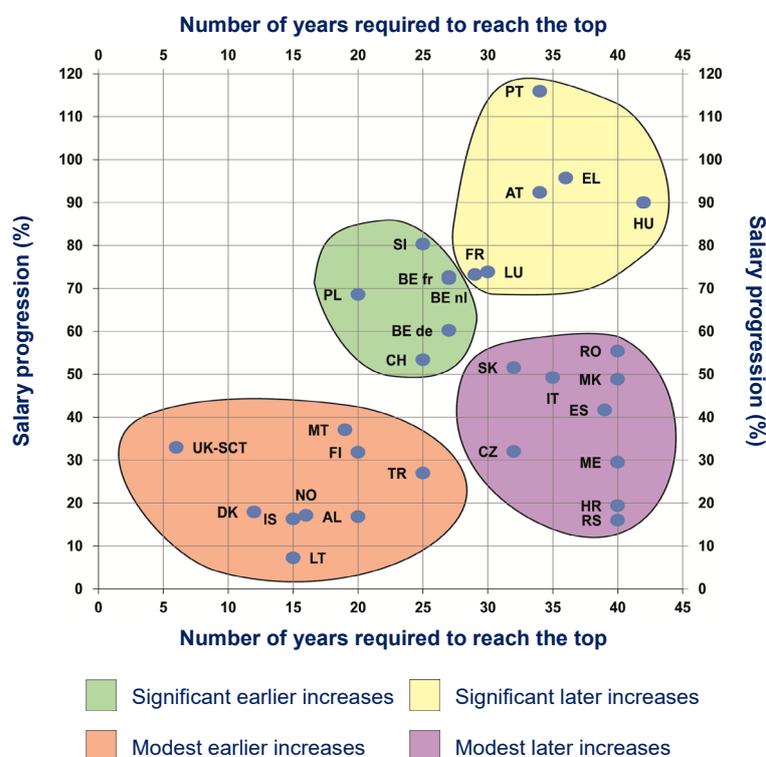
Furthermore, it is not only important how much a teacher's salary increases in total, but also at which stage the increases are awarded in their career. If pay rises are scheduled for the earlier stages, more teachers will be able to access them and they will be earned over a longer period of time. As shown in Figure 4, in 11 countries, mainly in northern Europe, the pay rises are more significant in the first 15 years in service (Denmark, Germany, Ireland, the Netherlands, Poland, Slovenia, Slovakia, Finland, the United Kingdom, Iceland and Norway). In contrast, in 15 other countries, mainly in southern Europe, (Czechia, Greece, Spain, France, Croatia, Italy, Austria, Portugal, Romania, Albania, Bosnia and Herzegovina, Montenegro, North Macedonia, Serbia and Turkey), most of the total salary increase is awarded after more than 15 years in service. In the remaining education systems, salary progression is relatively steady over the time.

Figure 5 illustrates the relationship between the scale of salary progression and the years of service required to reach the top salary for lower secondary teachers. Reaching the top of the pay range may take teachers from six to 40 years depending on the country, 28 years on average. Usually, the more years necessary to reach the top of the pay range, the higher the total salary increase. However, teachers are more likely to gain (and remain longer on) the top salary, the fewer the number of years required to achieve it.

Taking into account the scale of the salary progression and the average number of years necessary to reach the top salary, four groups can be distinguished:

- **Modest earlier increases:** In Denmark, Lithuania, Malta, Finland, Albania, Iceland and Norway, the total salary increase is less than 40 % and is awarded within the first 20 years in service. In the United Kingdom (Scotland), starting salaries can increase by 33 % in the first six years. In Turkey, the 27 % total increase is reached on average after 25 years in service.
- **Significant earlier increases:** In Poland, teachers' salaries can increase by almost 70 % during the first 20 years of service. After 25 years' service, starting salaries may have risen by 80 % in Slovenia and by 53 % in Switzerland. In Belgium, where the top salary is reached on average after 27 years in service, starting salaries can rise by almost 73 % in the French and Flemish Communities, and around 60 % in the German-speaking Community.
- **Modest later increases:** In Czechia, Spain, Italy, Croatia, Romania, Slovakia, Montenegro, North Macedonia and Serbia, between 32 and 40 average years' service are required to achieve an increase below 55 %.
- **Significant later increases:** The salary at the top of the range is above 70 % higher than the starting salary in Greece, France, Luxembourg, Hungary and Austria, and twice as much in Portugal. However, it takes between 29 and 42 years to reach it and, in some of these countries, most of the increase is awarded in the later stages of a teacher's career.

**Figure 5: Salary progression and the number of years required to reach the top of the pay range (ISCED 24), 2017/18**



Source: Eurydice.

#### 4. Teachers' actual salaries, including allowances and other additional payments, are often higher than the GDP per capita

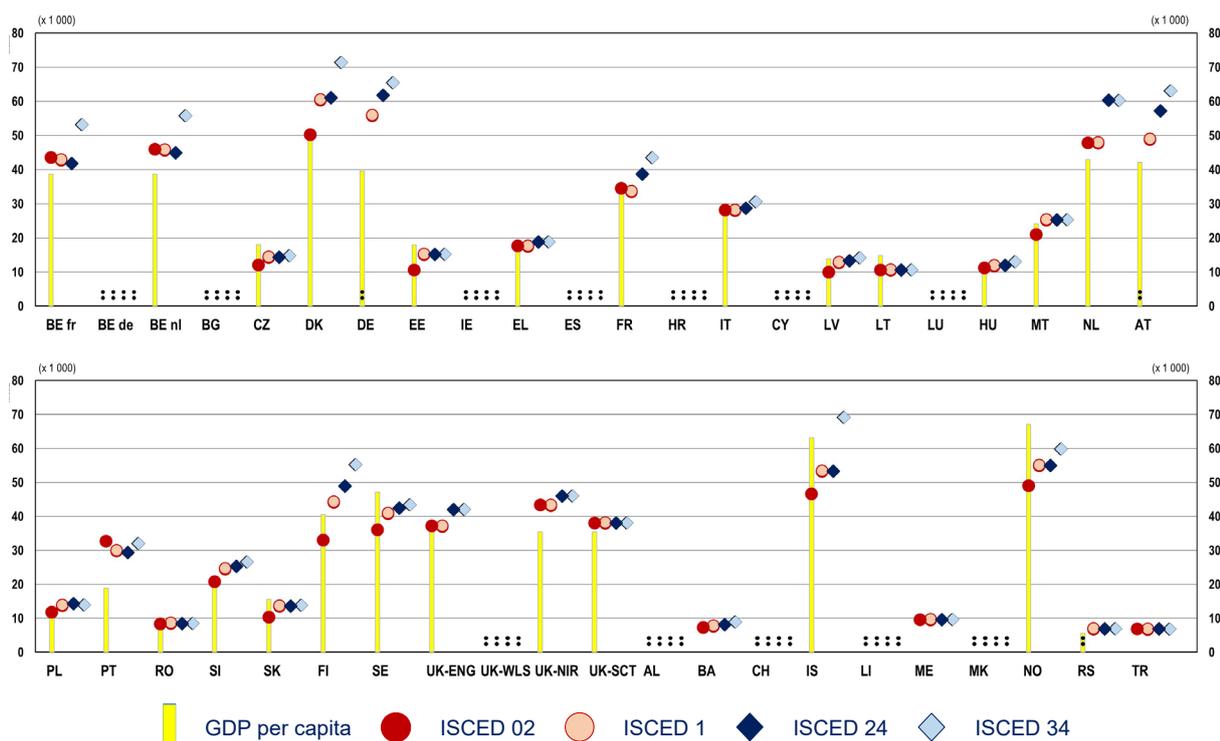
Teachers' actual salaries are the average annual gross salary including any allowances or other additional payments granted on top of the statutory salary. The amount of these allowances may represent a significant proportion of a teacher's total earnings in some countries.

Actual salary levels (as with statutory salaries) are correlated to GDP per capita – they tend to be higher in countries with a high GDP per capita, and lower in countries with a low GDP per capita (see Figure 6).

Teachers' actual salaries in 2016/17 were significantly higher than per capita GDP (more than 10 %) in 10 education systems: the Flemish Community of Belgium, Denmark, Germany, the Netherlands, Austria, Poland, Portugal, Slovenia, the United Kingdom (Northern Ireland) and Serbia; and, in a further four systems for teachers at secondary level: Greece, France, Finland and the United Kingdom (England).

In contrast, actual salaries were lower than per capita GDP in Czechia, Estonia, Lithuania, Romania, Slovakia, Sweden and Norway, as well as in Latvia, Hungary and Iceland for teachers at all levels of education except upper secondary.

**Figure 6: Average annual gross actual salaries of teachers aged 25-64, 2016/17**



Source: Eurydice.

#### **Explanatory note**

Teachers' actual salaries are the weighted average gross annual salaries received by full-time fully qualified teachers, including allowances and other financial benefits. Unless otherwise indicated, the reference year for actual salaries is 2016/17 (exceptions are listed below in the country-specific notes).

Data on actual salaries for each country can be found in Part II of this report (National Data Sheets). The exchange rates used to convert salaries into euros (where reported in a different national currency) and data on GDP per capita (2017) are available in an annex at the end of the report.

**Country-specific notes (Figure 6)**

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

**Estonia:** The actual salaries refer to all teachers regardless of age.

**Greece:** The reported actual salaries have been calculated for ISCED 02 and ISCED 1 together, and for ISCED 24 and 34 together. Teachers serving in SEN schools, and in vocational programmes at secondary level, are included.

**France:** The reference year is 2016. In contrast with the data on statutory salaries, other permanent teachers such as *professeurs agrégés, instituteurs, professeurs d'enseignement général des collèges, adjoints et chargés d'enseignement, professeurs de chaire supérieure* are included.

**Lithuania:** The data on actual salaries refer to all teachers in the public sector.

**Hungary:** The reference year is 2017. The data on actual salaries refer to all teachers in the public sector.

**Austria:** At upper secondary level, teachers of vocational programmes are included. Headmasters, deputies and assistants and heads of departments are excluded.

**Romania:** Data on actual salaries refer to all teachers in the public sector.

**Slovenia:** At primary and secondary level, data include teachers in public and private schools who worked for the same employer for the entire year and were employed full-time, also those who were not fully qualified. At pre-primary level, data include also teachers at ISCED 01, of all ages, both full- and part-time. The annual holiday bonus, meal allowances, reimbursement of travel expenses and the long-service award (*jubilejna nagrada*) are not included.

**Slovakia:** Data on actual salaries also include school heads.

**Sweden:** The reference year is 2017. Data on actual salaries do not include bonuses and allowances. At ISCED 34, vocational programmes are included.

**United Kingdom (ENG):** The teachers covered by the data on actual salaries include fully-qualified teachers paid on the main and upper pay ranges, as well as unqualified teachers following an employment-based route to Qualified Teacher Status (QTS) who are paid on the unqualified teacher pay range, and teachers employed as leading practitioners who are paid on a separate leading practitioner pay range. GDP is calculated for the whole of the UK.

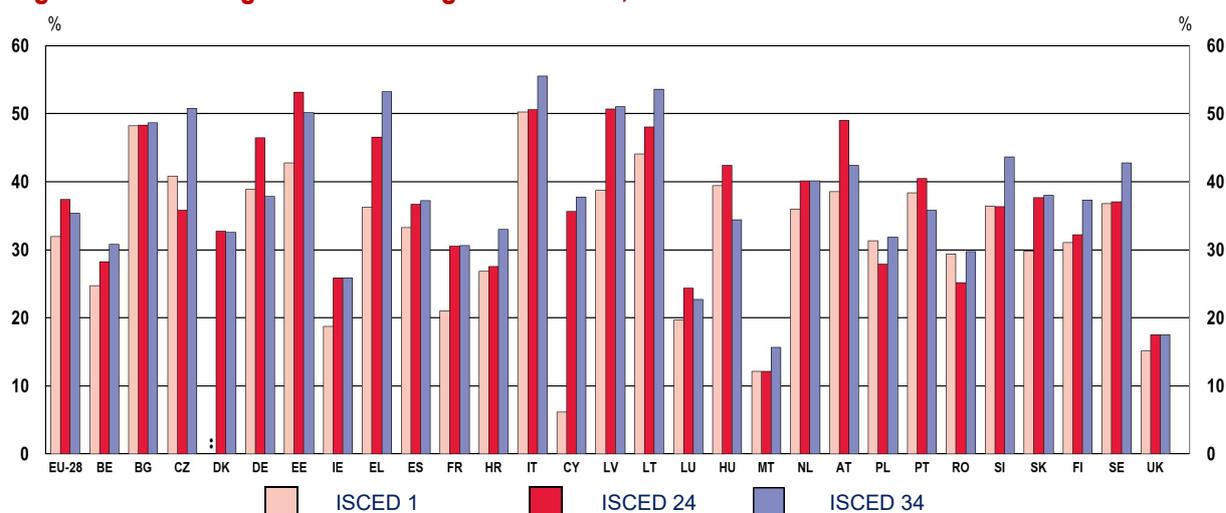
**United Kingdom (NIR):** The teachers covered by the data on actual salaries include teachers paid on the main and upper scales who are employed in grant-aided schools. GDP is calculated for the whole of the UK.

**United Kingdom (SCT):** Actual salaries refer to all teachers regardless of age. GDP is calculated for the whole of the UK.

**Iceland:** Data on actual salaries refer to all teachers in the public sector.

Given that teachers' salaries usually rise in relation to their experience, and this in turn impacts on average actual salaries, it is useful to gauge the level of experience across the workforce. The age of the teacher population is considered here as a proxy for experience. Figure 7 shows the percentage of the teacher population aged 50 or over in EU Member States in 2016, i.e., with around 25 years' experience. Of the Member States for which there are data available on actual salaries (see Figure 6), the percentage of teachers aged 50 or over was above the EU average in Germany, Estonia, Greece, Italy, Latvia, Lithuania, the Netherlands, Austria and Portugal. The percentage was also high in Hungary at primary and lower secondary level, in Czechia, Slovenia and Sweden at primary and upper secondary level, in Slovakia at secondary level and in Finland at upper secondary level.

**Figure 7: Percentage of teachers aged 50 or over, 2016**



Source: Eurostat, *Classroom teachers and academic staff by education level, programme orientation, sex and age groups*, educ\_uoe\_perp01

**Country-specific notes**

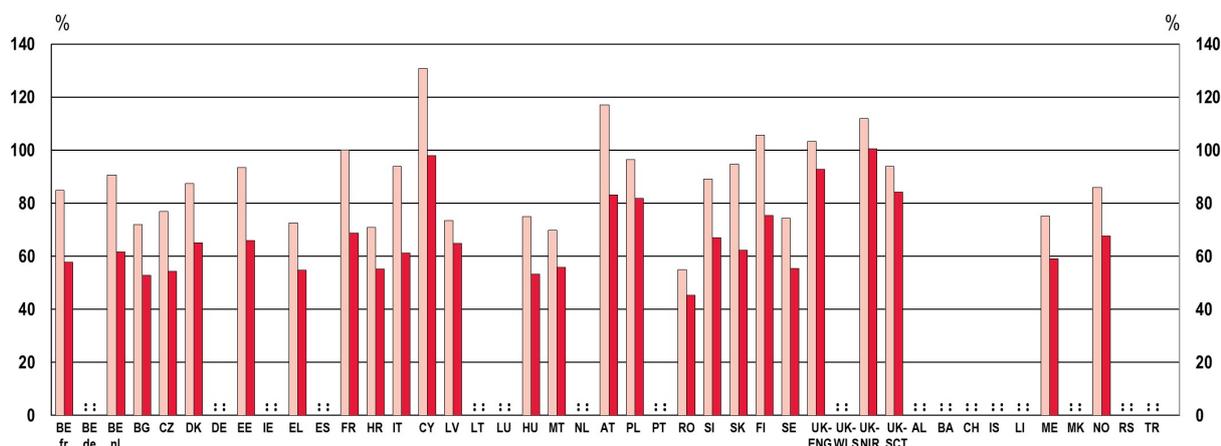
**Ireland:** The percentage value for ISCED 24 and 34 include all secondary teachers together.

**Portugal:** The percentage value for ISCED 34 includes ISCED 35 (teachers in vocational programmes).

Figure 8 shows the actual salaries of lower secondary teachers in 2014/15 as a proportion of the mean earnings of other higher education graduates working outside the public sector. In four education systems (Austria, Finland and the United Kingdom – England and Northern Ireland), the average salary of teachers in lower secondary education was higher than the mean earnings of non-public sector workers with a short-cycle tertiary education qualification or a Bachelor's degree. However, in Finland, where the minimum qualification to become a lower secondary teacher is at Master's level, the average salary was 75 % of the mean earnings of non-public sector workers with Master's level or Doctoral qualifications. In the United Kingdom (England and Northern Ireland), where only a Bachelor's degree is required to enter the teaching profession, teachers' actual salaries were similar to or only slightly lower than the mean earnings of other workers with at least a Master's degree.

The average salary of teachers at lower secondary level was between 70 % and 75 % of the mean earnings of workers with a short-cycle tertiary education or a Bachelor's degree in Bulgaria, Greece, Croatia, Latvia and Malta, and only 55 % in Romania. In Slovenia and Slovakia, where lower secondary teachers must have a Master's degree, the average salary was between 60 % and 70 % of the mean earnings of non-public sector workers with a Master's or a Doctoral degree; while it was around 50 % in Czechia and Sweden (7). It must be noted that the salaries of teachers in some of these countries have increased considerably over the last three years (see Section 2).

**Figure 8: Actual salaries of lower secondary teachers relative to the mean earnings of other higher education graduates working outside the public sector, 2014/15**



Actual salaries of lower secondary teachers as a proportion of the mean earnings of (non-public sector) workers with a:

- short-cycle tertiary qualification, Bachelor's degree or equivalent (ISCED levels 5 and 6)
- Master's degree, Doctorate or equivalent (ISCED levels 7 and 8)

Source: Eurydice and Eurostat.

**Teachers' actual salaries relative to the mean earnings of other higher education graduates outside the public sector (%), 2014/15**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
Short-cycle tertiary qualification, Bachelor's degree or equivalent	85	:	91	72	77	87	:	93	:	73	:	100	71	94	131	73	:	:	75	70	:	117
Master's degree, Doctorate or equivalent	58	:	62	53	54	65	:	66	:	55	:	69	55	61	98	65	:	:	53	56	:	83
	PL	PT	RO	SI	SK	FI	SE	UK-ENG	UK-WLS	UK-NIR	UK-SCT		AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
Short-cycle tertiary qualification, Bachelor's degree or equivalent	96	:	55	89	95	106	74	103	:	112	94		:	:	:	:	:	75	:	86	:	
Master's degree, Doctorate or equivalent	82	:	45	67	62	75	55	93	:	100	84		:	:	:	:	:	59	:	68	:	

(7) In France and Hungary, lower secondary teachers were required to have a Master's degree to enter the teaching profession in the reference year but, since it was a recently introduced requirement, most teachers only had a Bachelor's degree.

**Explanatory note (Figure 8)**

This figure shows the relationship between the average gross annual salary of lower secondary teachers and the mean gross annual earnings of other higher education graduates working outside the public sector. Actual salaries are from the Eurydice report *Teachers' and school heads' salaries and allowances 2014/15*. The mean earnings of similarly educated workers are from Eurostat, *Mean annual earnings by sex, economic activity and educational attainment [earn\_ses14\_30]*, Industry, construction and services (except public administration, defence, compulsory social security), 2014.

In Czechia, Estonia, France, Italy, Hungary, Slovenia, Slovakia, Finland and Sweden, teachers were required to have a Master's degree (ISCED 7) to enter the profession at lower secondary level.

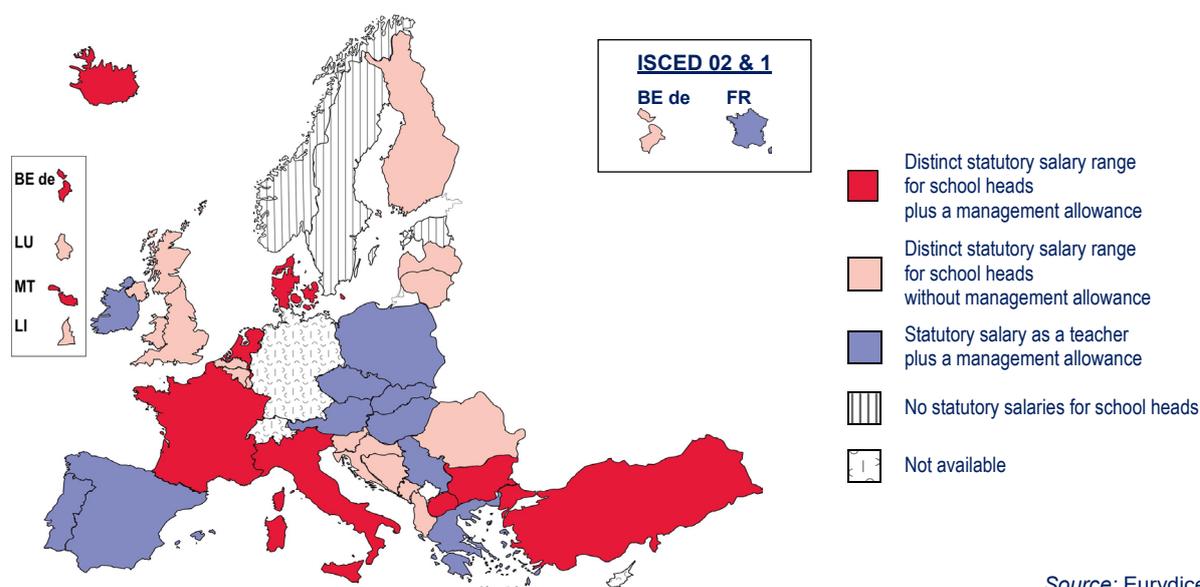
**5. In most countries, the earnings of school heads depend on the size of the school**

Figure 9 shows the three types of statutory remuneration systems used to pay the heads of public schools in Europe.

1. In 10 education systems (the German-speaking Community of Belgium (secondary education), Bulgaria, Denmark, France (secondary education), Italy, Malta, the Netherlands, Iceland, North Macedonia and Turkey), school heads are paid on a distinct salary range (different from the teachers' range) and they all receive a management allowance on top.
2. In a second group of 17 education systems, whilst there are distinct, statutorily defined salary ranges for school heads, no additional management allowance is paid (the French and Flemish Communities of Belgium, Croatia, Lithuania, Latvia, Luxembourg, Romania, Slovenia, Finland, the United Kingdom (all four systems), Albania, Bosnia and Herzegovina, Liechtenstein and Montenegro). This is also the case in the German-speaking Community of Belgium at primary level.
3. In contrast, in 11 systems, there is no separate pay range for school heads, instead they receive their teacher's salary plus a management allowance (Czechia, Ireland, Greece, Spain, France (pre-primary and primary education), Hungary, Austria, Poland, Portugal, Slovakia and Serbia).

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

**Figure 9: Remuneration systems for the heads of public schools (ISCED 02, 1, 24 and 34), 2017/18**



Source: Eurydice.

**Country-specific note**

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

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

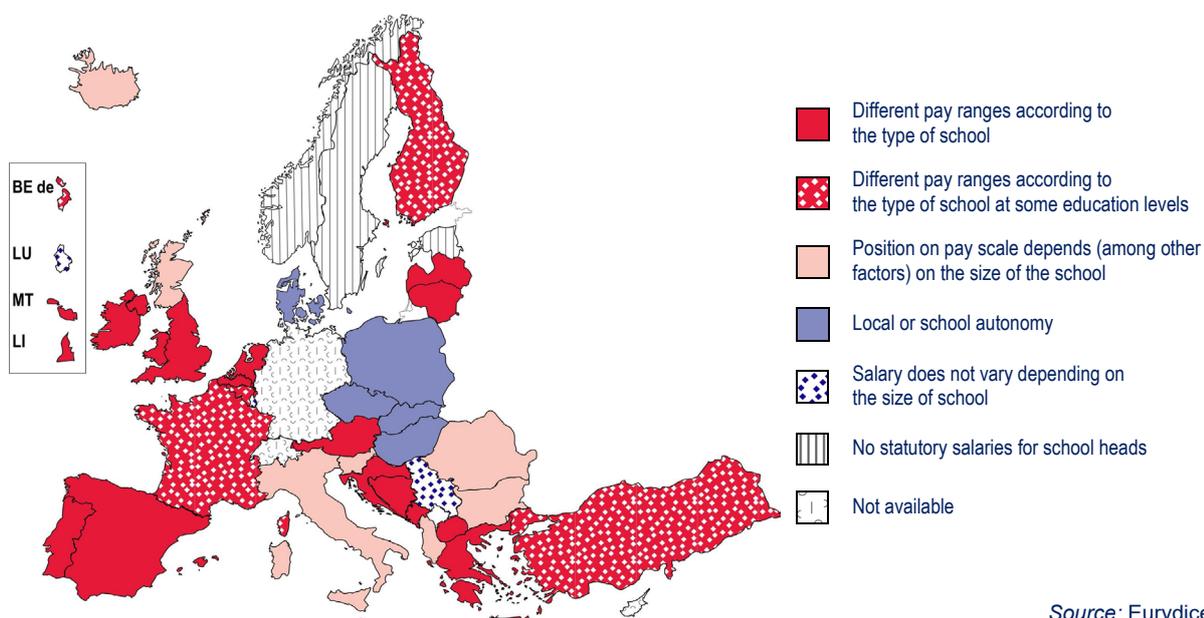
In 18 education systems (see Figure 10), schools are grouped according to certain criteria including the size of the school (e.g. number of students, classes, programmes or teachers) and school heads are paid on the salary range assigned to the group to which their school belongs. This also applies at pre-primary and primary level in the French Community of Belgium and France, in secondary schools in the German-speaking Community of Belgium, in primary and lower secondary education in Finland, and in Anatolian secondary schools in Turkey.

Variations in the annual gross statutory salaries of school heads due to the size and other characteristics of the school are generally below 20 % (see table in figure 10). However, the salary difference may be significantly larger in some countries.

The minimum salary of a school head may vary, depending on the size or type of school, by up to 60 % in Ireland, 56 % in Latvia, 71 % in the Netherlands (secondary education), 30 % in Portugal and by more than 70 % in the United Kingdom (England, Wales and Northern Ireland).

There are also significant differences in the maximum salaries of school heads depending on the size or type of school in Ireland (27 % at primary level and 41 % at secondary level), the Netherlands (29 % in pre-primary and primary education and 58 % in secondary education) and the United Kingdom (England, Wales and Northern Ireland) (85 %).

**Figure 10: Impact of school size on the salaries of school heads, 2017/18**



**Figure 10 (continued)****Percentage change in salaries of school heads depending on the type (size) of school (%), 2017/18**

	BE fr		BE de		BE nl		IE		EL		ES		FR		HR		LV		LT		MT		NL	
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
ISCED 02	12	7			13	8					17	13	5	4			56		12	12	2	2	7	29
ISCED 1	12	7			13	8	60	27	14	9	17	13	5	4	18	18	56		15	12	2	2	7	29
ISCED 24			4	3	10	1	57	41	3	2	10	7			18	18	56		15	12	2	2	71	58
ISCED 34			4	3	6	2	57	41	3	2	10	7			18	18	56		15	12	2	2	71	58
	AT		PT		FI		UK-ENG		UK-WLS		UK-NIR		BA		LI		ME		MK		TR			
	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
ISCED 02			30	13			72	85	72	85	72	85					13	14						
ISCED 1	19	17	30	13	7	7	72	85	72	85	72	85	8	8	6	8	13	14	10	10				
ISCED 24	19	17	30	13	18	18	72	85	72	85	72	85	8	8	2	0	13	14	10	10				
ISCED 34	15	13	30	13			72	85	72	85	72	85	8	8	5	8	13	14	22	22	1	1		

In seven education systems (Bulgaria, Italy, Romania, Slovenia, United Kingdom – Scotland, Albania and Iceland), there is only one pay scale but the placement of school heads on this scale takes into account school size as well other factors.

In five education systems, it is at the discretion of the local or school authorities whether the earnings of school heads is linked to the size of the school. In Czechia, legislation defines a range for the management allowance – which should depend on the level of management and work demands – and the 'statutory authority' (the regional or local authority for most schools) decides the final amount for each school head depending on factors such as the number of school employees and classes. In Denmark, the criteria are decided at local level. In Poland, the 'position' and 'motivation' allowances awarded to school heads are regulated by local government units. In Hungary and Slovakia, the teaching duties of school heads depend on the size of the school but the school's governing authority may also decide to give larger management allowances to the heads of bigger schools.

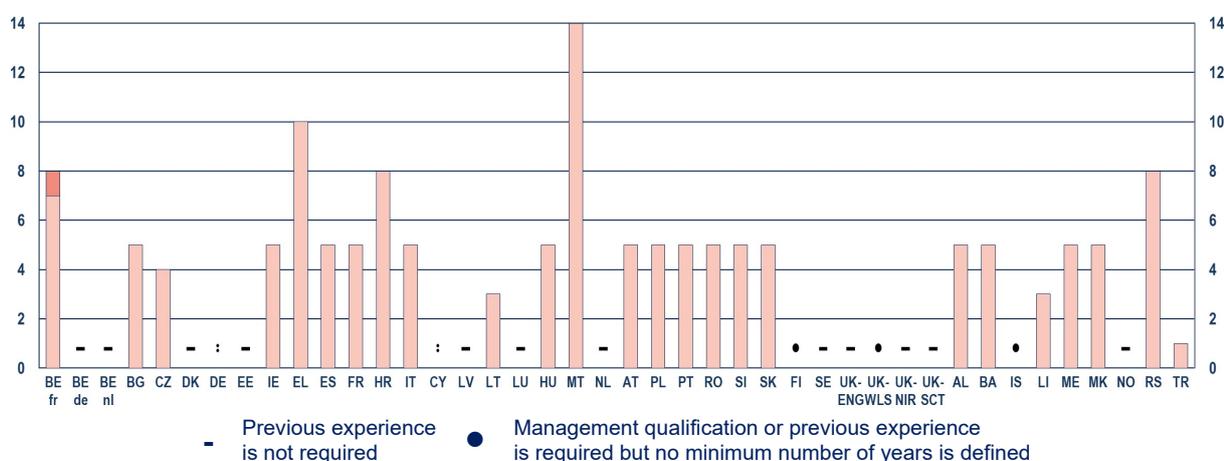
The head's salary does not always vary depending on the size of school. In Serbia, all school heads receive a management allowance of 20 % of their basic salary regardless the size of the school. In Luxembourg, the size of the school is not a factor in determining the salary of secondary school heads.

## **6. In some education systems, there is a significant difference in salaries between teachers and school heads**

The monetary compensation provided to school heads may influence a teacher's decision on whether or not to apply for a headship. This section details the teaching experience required in European countries to become a school head and compares the statutory salaries of teachers and school heads at lower secondary level in 2017/18.

In 24 education systems, teachers must have completed a minimum period of professional experience or years in service to become a school head. This is usually between three and five years, although it rises to seven or eight years in the French Community of Belgium, eight in Croatia, 10 in Greece and 14 in Malta (see Figure 11). In 12 education systems, there are no statutory requirements referring to the previous working experience of applicants.

**Figure 11: Number of years' experience required to become a school head in public schools, 2017/18**



Source: Eurydice.

**Country-specific notes**

**Belgium (BE fr):** Depending on the school network, it is necessary to have seven or eight years of teaching experience to become a school head.

**Czechia:** Three years' experience are required in pre-primary education, four years in primary schools, four or five at lower secondary level and five in upper secondary education.

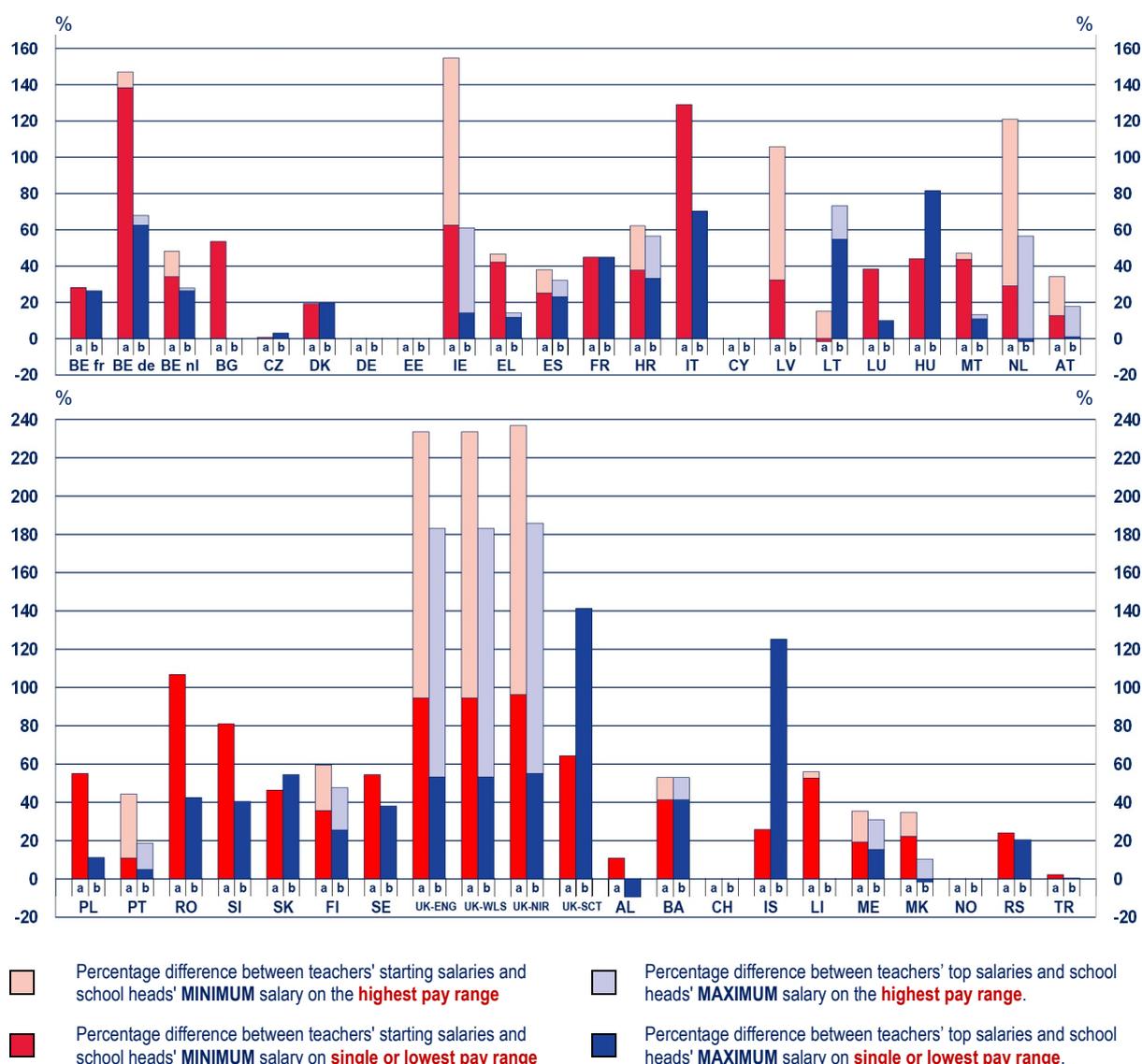
**France:** In pre-primary and primary schools, teachers need two years' experience to apply for a headship.

Figure 12 shows the percentage difference between the minimum and maximum annual gross statutory salaries of teachers and school heads in lower secondary education. These figures relate to those with the minimum qualification to teach or manage the school. It is worth noting that, in countries where teachers need a minimum number of years' experience in order to apply for a headship, the school head's minimum salary corresponds to this number of years in service. In contrast, the minimum salary for teachers applies to beginning teachers with no previous experience. As the salaries of more experienced teachers are normally higher, the difference with those of school heads would be relatively lower.

The minimum statutory salary of school heads at this education level is more than double teachers' starting salaries in several education systems (the German-speaking Community of Belgium, Italy and Romania, and also in the largest schools in Latvia and the Netherlands). It is also more than 50 % higher in a further six systems (Bulgaria, Ireland, Poland, Slovenia, the United Kingdom – Scotland, and Liechtenstein), and in the largest schools in Bosnia and Herzegovina (with more than 800 students), Croatia (with more than 850 students) and Finland (more than 20 groups of 32 pupils). Only in a few countries (Lithuania, Albania and Turkey), the difference between the minimum salary of a teacher and a school head is less than 15 %.

The maximum salary that a fully qualified school head may earn at lower secondary level is more than 50 % higher than the top salary of a teacher with the minimum qualification in the German-speaking Community of Belgium, Italy, Lithuania, Hungary, Slovakia, and also in the largest schools in Ireland, Croatia, the Netherlands and Bosnia and Herzegovina. In the United Kingdom (Scotland) and Iceland, it is more than double. The difference between the maximum salary of a teacher and a school head is less than 15 % only in Greece, Luxembourg, Malta, Poland, Albania, North Macedonia and Turkey.

**Figure 12: Percentage difference between the minimum and maximum annual gross statutory salaries of teachers and school heads (ISCED 24), 2017/18**



Source: Eurydice.

**Percentage difference between teachers' starting salaries and school heads' MINIMUM salary (%), 2017/18**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
On single or lowest pay range (of school heads)	28	138	34	54	1	19	:	(-)	63	42	25	45	38	129	:	32	-2	38	44	44	29	13
On highest pay range (of school heads)	(-)	147	48	(-)	(-)	(-)	:	(-)	155	47	38	(-)	62	(-)	:	106	14	(-)	(-)	47	121	34
	PL	PT	RO	SI	SK	FI	SE	UK-ENG	UK-WLS	UK-NIR	UK-SCT		AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
On single or lowest pay range (of school heads)	55	11	107	81	47	36	54	94	94	96	64		11	41	:	26	53	19	22	(-)	24	2
On highest pay range (of school heads)	(-)	44	(-)	(-)	(-)	59	(-)	234	234	237	(-)		(-)	53	:	(-)	56	35	35	(-)	(-)	(-)

**Percentage difference between teachers' top salaries and school heads' MAXIMUM salary (%), 2017/18**

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT	NL	AT
On single or lowest pay range (of school heads)	27	63	27	(-)	3	20	:	(-)	14	12	23	45	33	70	:	(-)	55	10	82	11	-2	1
On highest pay range (of school heads)	(-)	68	28	(-)	(-)	(-)	:	(-)	61	14	32	(-)	57	(-)	:	(-)	73	(-)	(-)	13	55	18
	PL	PT	RO	SI	SK	FI	SE	UK-ENG	UK-WLS	UK-NIR	UK-SCT		AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
On single or lowest pay range (of school heads)	11	5	43	40	55	26	38	53	53	55	141		-9	41	:	125	0	15	-2	(-)	20	0
On highest pay range (of school heads)	(-)	19	(-)	(-)	(-)	48	(-)	183	183	186	(-)		(-)	53	:	(-)	0	31	9	(-)	(-)	(-)

### **Explanatory note (Figure 12)**

This figure compares lower secondary teachers' salaries with those of school heads in 2017/18. It looks at the starting salaries at the lowest point in the respective pay ranges for each group as well as at the top salaries at the highest point.

Where school heads are paid on different pay ranges depending on the size of the school, both the lowest and highest ranges are used as the basis of comparison with teachers' salaries.

Teachers' statutory salaries refer to full-time beginning teachers with the minimum qualification to enter the teaching profession, except in countries where most teachers enter the profession with a higher qualification and therefore receive a higher salary. In these countries, the statutory starting salary shown is for the majority of teachers with the higher qualification (see Country-specific notes below).

School heads' statutory salaries refer to school heads holding the minimum qualification required to manage a school.

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

### **Country-specific notes**

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

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

**Ireland:** Maximum statutory salaries of school heads include allowances for qualifications other than the minimum qualification.

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

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

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

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

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

In the United Kingdom (England, Wales and Northern Ireland), the minimum and maximum salaries of school heads apply to all education levels. Each school is assigned to one of eight groups depending on its total unit score, which is calculated taking into account the number of students, the education level and the number of SEN pupils. In practice, only the headteachers of very small nursery or primary schools are in Group 1 and only the headteachers of very large secondary schools are in Group 8. The minimum salary of headteachers of schools in Group 1 is almost twice as much as the salary of beginning teachers, and over three times as much in Group 8. The maximum salary of school heads in Group 1 is one and a half times the teacher maximum salary, and nearly three times as much in Group 8.

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**Teachers' and  
School Heads'  
Salaries**

**BELGIUM – FRENCH COMMUNITY – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Pre-primary Teacher Bachelor degree (ISCED 6)	31 361	39 214	44 151	54 023	99 %	27
ISCED 1	Primary Teacher Bachelor degree (ISCED 6)	31 361	39 214	44 151	54 023	96 %	27
ISCED 24	Bachelor degree (ISCED 6) + Certified lower secondary education teaching diploma (AESI = <i>Agrégation de l'enseignement secondaire inférieur</i> )	31 361	39 214	44 151	54 023	86 %	27
ISCED 34	Bachelor degree (ISCED 6) + Certified lower secondary education teaching diploma (AESI = <i>Agrégation de l'enseignement secondaire inférieur</i> )	36 686	44 632	49 569	59 441	8 %	27
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34	Teaching Master degree (ISCED 7) or Master and Certified upper secondary education teaching diploma (AESS = <i>Agrégation de l'enseignement secondaire supérieur</i> )	39 014	49 729	56 712	68 350	81 %	25

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

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**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2017/18**

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	44 423	35 666	42 035	50 047	53 646	ISCED 02	39 705	44 565
ISCED 1	43 849	36 160	43 097	49 874	53 071	ISCED 1	44 677	43 672
ISCED 24	42 609	36 077	42 350	48 123	52 618	ISCED 24	42 680	42 576
ISCED 34	54 039	43 216	50 904	58 875	64 259	ISCED 34	54 005	54 058

Source

Ministry of the French Community of Belgium: payroll file.

Explanatory notes

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

## BELGIUM – FRENCH COMMUNITY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

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

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 72 pupils	35 740	62 282	20 %
ISCED 1	Less than 72 pupils	35 740	62 282	3 %
ISCED 24	Schools organising only lower secondary education	40 191	68 351	100 %
ISCED 34	Schools organising lower and upper secondary education	51 094	81 555	100 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	210 pupils or more	40 195	66 737	53 %
ISCED 1	210 pupils or more	40 195	66 737	72 %
ISCED 24				
ISCED 34				

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

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

#### Explanatory notes

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

	School heads aged 25-64
ISCED 02	62 236
ISCED 1	63 055
ISCED 24	67 848
ISCED 34	79 921

#### Source

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

#### Explanatory notes

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**BELGIUM – GERMAN-SPEAKING COMMUNITY – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Initial Teacher Education – Bachelor degree (ISCED 6/EQF level 6)	33 360	38 362	43 390	53 446	m	27
ISCED 1	Initial Teacher Education – Bachelor degree (ISCED 6/EQF level 6)	33 360	38 362	43 390	53 446	m	27
ISCED 24	ITE – Bachelor degree with teaching qualification (ISCED 6/EQF level 6)	33 360	38 362	43 390	53 446	m	27
ISCED 34	Master with Teaching Qualification (ISCED 7/EQF level 7)	41 777	48 887	55 973	67 783	m	27
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ministry of the German-speaking Community (Decree of 2009 regarding Baremas in the education system + yearly index).

Explanatory notes

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**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17**

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

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

Source

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Explanatory notes

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## BELGIUM – GERMAN-SPEAKING COMMUNITY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	There are no separate school heads of pre-primary schools, as pre-primary schools must always be linked to primary schools. The primary school head is therefore also the school head of the pre-primary section.
ISCED 1	ITE (bachelor's degree) + special training for school head (to be accomplished in the first 5 years of duty as a school head)
ISCED 24	Bachelor degree + special training for school head (to be accomplished in the first 5 years of duty as a school head)
ISCED 34	Bachelor degree + special training for school head (to be accomplished in the first 5 years of duty as a school head)

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	41 027	67 782	100 %
ISCED 1	All schools	41 027	67 782	100 %
ISCED 24	Schools with less than 600 pupils	79 530	86 860	m
ISCED 34	Schools with less than 600 pupils	79 530	86 860	m

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24	Schools with more than 600 pupils	82 370	89 700	m
ISCED 34	Schools with more than 600 pupils	82 370	89 700	m

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Ministry of the German-speaking Community (Decree of 28 June 2010 on various measures in education 2010).

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

#### Source

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#### Explanatory notes

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**BELGIUM – FLEMISH COMMUNITY – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor for education: pre-primary (ISCED 6)	32 304	40 511	45 609	55 805	100 %	27
ISCED 1	Bachelor for education: primary (ISCED 6)	32 304	40 511	45 609	55 805	100 %	27
ISCED 24	Bachelor for education: secondary education (ISCED 6)	32 304	40 511	45 609	55 805	96 %	27
ISCED 34	Bachelor for education: secondary education (ISCED 6)	32 304	40 511	45 609	55 805	38 %	27
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34	Master (ISCED 7) in the specified content of the course and certificate of teaching competence	40 304	51 371	58 583	70 603	62 %	25

**Authority level determining the statutory salaries in public schools**

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

Source

Decisions of the Flemish government.

Explanatory notes

For the calculation of the 'Proportion of teachers paid according to this salary range' both full-time and part-time teachers are taken into account.

**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17**

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64		Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	45 952	37 999	44 524	52 000	54 180	ISCED 02	43 717	45 989
ISCED 1	45 771	38 070	44 648	51 458	53 786	ISCED 1	46 695	45 570
ISCED 24	44 930	38 339	44 954	50 105	51 823	ISCED 24	43 454	45 499
ISCED 34	55 825	45 447	52 248	62 013	63 640	ISCED 34	55 211	56 104

Source

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

Explanatory notes

Data on actual salaries refer to full-time teachers in general subjects with required qualifications between 25 and 64 years old on 15/01/2016. The allowances and additional payments are included.

## BELGIUM – FLEMISH COMMUNITY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

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

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 180 pupils (100 pupils in Brussels)	42 276	65 777	51 %
ISCED 1	Less than 180 pupils (100 pupils in Brussels)	42 276	65 777	15 %
ISCED 24	Less than 120 regular pupils	43 371	70 604	5 %
ISCED 34	Less than 83 regular pupils	52 780	84 240	0 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	350 pupils or more	47 832	71 333	13 %
ISCED 1	350 pupils or more	47 832	71 333	31 %
ISCED 24	120 regular pupils or more	47 832	71 333	95 %
ISCED 34	83 regular pupils or more	55 831	86 130	100 %

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1	Between 180 and 349 pupils (100-349 pupils in Brussels)	46 739	70 240	54 %
ISCED 24				
ISCED 34				

#### Authority level determining the statutory salaries in public schools

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

#### Source

Decisions of the Flemish government

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

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

- <https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1024254&param=inhoud&ref=search&AVIDS=C12>

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	65 005
ISCED 1	65 459
ISCED 24	68 507
ISCED 34	81 888

#### Source

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

#### Explanatory notes

Data on actual salaries refer to school heads between 25 and 64 years old on 15/01/2016. The allowances and additional payments are included.

**BULGARIA – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	4 663	5 345	5 899	a	a	a
ISCED 1	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	4 663	5 345	5 899	a	a	a
ISCED 24	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	4 663	5 345	5 899	a	a	a
ISCED 34	Bachelor's degree in education (ISCED 5) or Bachelor's degree on specific field plus further formal teaching qualifications (at least one year long)	4 663	5 345	5 899	a	a	a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

**Authority level determining the statutory salaries in public schools**

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

Source

Ordinance No 12 2016 s issued by the Minister of Education and Science and the Collective labour agreement between the institutions. The last update is September 2017 when the salaries were increased.

Explanatory notes

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

**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17**

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

Source

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Explanatory notes

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## BULGARIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

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

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Basic school (preparatory groups + I-IV grade)	6 995	11 013	100 %
ISCED 1	Basic school (I-VII grade)	6 995	11 013	100 %
ISCED 24	Secondary school (I-XII grade)	7 166	11 308	100 %
ISCED 34	Secondary and vocational school (VIII-XII grade)	7 166	11 308	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Ordinance No 12 2016 s issued by the Minister of Education and Science and the Collective labour agreement between the institutions. The last update is September 2017 when the salaries were increased.

#### Explanatory notes

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

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64	Source
ISCED 02	m	-
ISCED 1	m	Explanatory notes
ISCED 24	m	-
ISCED 34	m	-

## CZECHIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Certificate on completing upper secondary education with <i>maturita</i> examination (ISCED 344 or 354) in a field aimed specially at pre-primary school teacher training	11 089	11 510	11 791	13 148	100 %	32
ISCED 1	Master's degree (ISCED 746 or 747) and pedagogical qualification	11 838	12 586	13 148	15 534	100 %	32
ISCED 24	Master's degree (ISCED 746 or 747) and pedagogical qualification	11 838	12 633	13 195	15 628	100 %	32
ISCED 34	Master's degree (ISCED 746 or 747) and pedagogical qualification	11 838	12 633	13 195	15 581	100 %	32
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02-34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

A particular pay scale system is set for the education staff (teachers and school heads, SEN specialist, educational childcare staff, psychologist, teacher's assistant).

Salary tables for teachers have 6 pay categories (8th-10th for pre-primary teachers, 11th-13th for primary and secondary teachers) depending on complexity, responsibility and strenuousness of the work they perform and 7 pay grades according to the length of professional experience (0-2 years, 2-6 years, 6-12 years, 12-19 years, 19-27 years, 27-32 years, 32 + years). According to the recommendation of the Ministry of Education, Youth and Sports the teachers are placing in pay categories this way:

- a) Three pay categories are designed for teachers at ISCED 02:
- 8th pay category: Particularly starting teachers, teachers without a professional qualification who do not have sufficient knowledge to create an educational program.
  - 9th pay category: Teachers who form an educational program or perform all educational activities using available methods to develop children's interests, knowledge and abilities; introducing teachers.
  - 10th pay category: School heads or teachers who form and coordinate a school educational program or who form educational programs for children with special educational needs and individual education plans.
- b) Three pay categories are designed for teachers at ISCED 1, 24 and 34:
- 11th pay category: Particularly starting teachers of general programs performing activities in cooperation with the introducing teacher or teachers who do not complete Master's degree and who need methodological recommendations to perform their work.
  - 12th pay category: Teachers conducting comprehensive educational activities related to the creation and updating of pedagogical documentation, who complete Master's degree program, which the employer may not provide methodological recommendations.
  - 13th pay category: School heads or teachers who form and coordinate a general or vocational educational program or who form international educational projects (e. g. COMENIUS) or projects of adult education and training.

Estimated data on statutory salaries are weighted by proportions of teachers in the different pay categories (at each stage of the career taken into account).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	12 029	11 011	11 611	12 403	12 637	11 982	12 029
ISCED 1	14 376	12 571	13 713	14 914	15 491	14 271	14 380
ISCED 24	14 314	12 688	13 783	15 012	15 639	14 310	14 314
ISCED 34	14 770	12 957	13 869	15 249	15 838	14 895	14 715

Source

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

Explanatory notes

Data from ISS are gathered for calendar years. Estimated data used for this survey are recounted for the school year 2016/17.

## CZECHIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

Minimum qualification to become a school head	
ISCED 02	Certificate on completing upper secondary education with <i>maturita</i> examination (ISCED 344 or 354) in a field aimed specially at pre-primary school teacher training, 3 years' teaching experience, and specific training for school heads
ISCED 1	Master's degree (ISCED 746 or 747), 4 years' teaching experience, and specific training for school heads
ISCED 24	Master's degree (ISCED 746 or 747), 4 or 5 years' experience and specific training for school heads
ISCED 34	Master's degree (ISCED 746 or 747), 5 years' experience, and specific training for school heads

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	11 417	13 475	100 %
ISCED 1	All schools	11 931	16 095	100 %
ISCED 24	All schools	11 931	16 095	100 %
ISCED 34	All schools	11 931	16 095	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

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

#### Explanatory notes

Estimated data on statutory salaries are based on salary tables for the school year 2017/18 in the government regulation and % of school heads in database of ISS in the school year 2016/17.

Combination of two salary tables for education staff based on the Government Regulation on Pay Terms of Employees in Public Services and Administration (first salary tables were valid from September 2017 to October 2017 and second salary tables were valid from November 2017 to August 2018). The single statutory salaries in the salary tables were weighted by the number of months for which each table was valid. In the next step, actual numbers of school heads (for each pay category and pay grade) were counted from the database of ISS 2016 and the database of ISS 2017 (numbers of school heads in these calendar years were recounted for the school year 2016/17). The result is estimated data which combine the salary tables for the school year 2017/18 from the government regulation and data from ISS for the school year 2016/17. Estimated data on statutory salaries are weighted by proportions of school heads in the different pay categories (at each stage of the career taken into account).

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	17 144
ISCED 1	22 591
ISCED 24	22 591
ISCED 34	24 135

#### Source

Czech Crown (CZK).

#### Explanatory notes

Estimated data. Actual salaries are available only for teachers of basic schools (primary and lower secondary together). Thus, values for the ISCED level 1 and 24 are the same. It is not possible to separate lower grades of multi-years *gymnasia* (ISCED 24) and vocational programmes of secondary education (ISCED 35), thus they are included in upper secondary (ISCED 34).

## DENMARK – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Professional Bachelor's Degree (BA) of Social Education (ISCED 6)	47 211	53 252	53 252	53 252	100 %	10
ISCED 1	Grade 2-7: Professional Bachelor Degree's (BA) of Teacher Education (ISCED 6) Grade 1: Professional Bachelor's Degree's (BA) of Social Education ( <i>børnehaveklasseledere</i> ) (ISCED 6)	52 517	57 828	61 327	61 327	100 %	12
ISCED 24	Professional Bachelor Degree's (BA) of Teacher Education (ISCED 6)	53 046	58 699	62 551	62 551	100 %	12
ISCED 34	Master's Degree (ISCED 7)	49 724	64 620	64 620	64 620	100 %	5
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

Source

The source of data for the reported annual statutory salaries of teacher is the national salary scale and additional national salary regulations decided by collective agreements at national level between the national teacher unions and the national authorities for public employers, i.e. Local Government Demark (KL) and the Ministry of Finance (Public Sector Innovation).

Explanatory notes

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

There is no special salary scale for educators (*peadagogs*) at pre-primary level. This institution (*daginstitutioner* (3-5 år)/ECEC/kindergarten 3 to school start)) is integrated for children age 0-5. The salary for pre-primary is indicated by the salary scale for *peadagogs* working at different institutions, including pre-primary and day nursery.

The reported salaries exclude the employers' contribution to the pension scheme (i.e. 2/3 of the total contribution).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	50 216	46 007	50 233	51 871	53 076	49 067	50 304
ISCED 1	60 444	55 605	60 461	61 578	63 643	60 336	60 480
ISCED 24	61 064	55 939	61 180	62 372	64 653	60 971	61 104
ISCED 34	71 438	59 855	70 962	75 736	78 582	72 136	70 803

Source

Data for ISCED 0-2 is from National statistical database for Danish municipalities and regions (*Kommunernes og Regionernes Løndatakontor*) – <https://www.krl.dk/#/sirka>. Data for ISCED 34 (upper secondary – general) is from the national statistical database ISOLA (Agency for Modernisation – Ministry of Finance – <https://isola.modst.dk> info: <https://modst.dk/systemer/personalestatistik/brugervejledning/>)

Explanatory notes

Data for all teachers by ISCED level.

The reported salaries exclude the employers' contribution to the pension scheme (i.e. 2/3 of the total contribution).

## DENMARK – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Professional Bachelor's Degree (BA) of Social Education (ISCED 6)
ISCED 1	Professional Bachelor's Degree of Education (BA) (ISCED 6) [as for teachers]. It's not a formal demand, but general practice.
ISCED 24	Professional Bachelor's Degree of Education (BA) (ISCED 6) [as for teachers]. It's not a formal demand, but general practice.
ISCED 34	Master Degree (ISCED 7) and practical and theoretical pedagogical course (as for teachers)

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All pre-primary schools	50 305	58 930	100 %
ISCED 1	All primary schools	63 208	74 792	100 %
ISCED 24	All lower secondary schools (most include also ISCED 1)	63 208	74 792	100 %
ISCED 34	All upper secondary schools	78 193	88 970	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Collective agreements at national level and national salary scales.

#### Explanatory notes

The reported salaries exclude the employers' contribution to the pension scheme (i.e. 2/3 of the total contribution).

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	64 262
ISCED 1	85 702
ISCED 24	85 702
ISCED 34	113 305

#### Source

Data for ISCED 0-2 is from National statistical Danish municipalities and regions (*Kommunernes og Regionernes Løndatakontor*) – <https://www.krl.dk/#/sirka>. Data for ISCED 34 (upper secondary – general) is from the national statistical database ISOLA (Agency for Modernisation – Ministry of Finance – <https://isola.modst.dk> info: <https://modst.dk/systemer/personalestatistik/bruervejledninger/>)

#### Explanatory notes

The reported salaries exclude the employers' contribution to the pension scheme (i.e. 2/3 of the total contribution).

## GERMANY – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Qualification of <i>Kindergarten</i> pedagogical staff in ECEC training programme (3 years, ISCED level 6)	m	m	m	m	m	m
ISCED 1	Master of Education or Equivalence (ISCED level 7 or 8) plus preparatory service (12-24 months)	48 698	56 884	59 948	63 867	100 %	m
ISCED 24	Master of Education or Equivalence (ISCED level 7 or 8) plus preparatory service (12-24 months)	54 055	62 374	65 186	70 997	100 %	m
ISCED 34	Master of Education or Equivalence (ISCED level 7 or 8) plus preparatory service (12-24 months)	56 941	65 661	68 577	77 856	100 %	m
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

**Authority level determining the statutory salaries in public schools**

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

Source

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

Explanatory notes

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. Holiday pay is included. Before 2007, the salary scale used was the same across Germany and data were collected in the *Länder* on the number of teachers in each category of the salary scale. The calculation of average salaries was first made for each of the *Länder*, then for the whole of Germany (weighted means). Since November 2006, a salary scale which is used throughout Germany no longer exists. Therefore, the *Länder* are asked to report the average annual gross statutory and the number of teachers in each category. Weighted means are calculated from the *Länder* data.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64		Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m	m
ISCED 1	55 926	m	m	m	m	ISCED 1	m	m
ISCED 24	61 748	m	m	m	m	ISCED 24	m	m
ISCED 34	65 473	m	m	m	m	ISCED 34	m	m

Source

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

Explanatory notes

Salaries represent a weighted average of the data available at *Länder* level for civil servants and include general post allowances where applicable and special annual payments. Holiday pay is included. Before 2007, the salary scale used was the same across Germany and data were collected in the *Länder* on the number of teachers in each category of the salary scale. The calculation of average salaries was first made for each of the *Länder*, then for the whole of Germany (weighted means). Since November 2006, a salary scale which is used throughout Germany no longer exists. Therefore, the *Länder* are asked to report the average annual gross statutory salary and the number of teachers in each category. Weighted means are calculated from the *Länder* data. Actual salaries are identical with statutory salaries.

## GERMANY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

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

#### Single or lowest salary range

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

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

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

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2017/2018

#### School heads aged 25-64

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

#### Source

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#### Explanatory notes

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## ESTONIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Higher education and pedagogical competences.	a	a	a	a		a
ISCED 1	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	13 400	a	a	a		a
ISCED 24	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	13 400	a	a	a		a
ISCED 34	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	13 400	a	a	a		a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	a	a	a	a	a	a	a
	Authority level determining the statutory salaries in public schools						
ISCED 02	Local authorities	<i>Source</i> Regulations: Basic Schools and Upper Secondary Schools Act – <a href="https://www.riigiteataja.ee/en/eli/501022018002/consolide">https://www.riigiteataja.ee/en/eli/501022018002/consolide</a> ; Preschool Child Care Institutions Act – <a href="https://www.riigiteataja.ee/en/eli/529012018008/consolide">https://www.riigiteataja.ee/en/eli/529012018008/consolide</a> ; Qualification Requirements for Heads of School, Head Teachers, Teachers and Support Specialists – <a href="https://www.riigiteataja.ee/akt/130082013005">https://www.riigiteataja.ee/akt/130082013005</a> ; The Regulation of Basic Schools and Upper Secondary Schools Teacher Minimum Salary – <a href="https://www.riigiteataja.ee/akt/123122017050">https://www.riigiteataja.ee/akt/123122017050</a>					
ISCED 1	Central/State government or top level authorities						
ISCED 24	Central/State government or top level authorities						
ISCED 34	Central/State government or top level authorities						

*Explanatory notes*

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

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	10 633	m	m	m	m	ISCED 02	m
ISCED 1	15 231	m	m	m	m	ISCED 1	m
ISCED 24	15 231	m	m	m	m	ISCED 24	m
ISCED 34	15 231	m	m	m	m	ISCED 34	m

*Source*

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

*Explanatory notes*

The total cost of wages of public school teachers and municipal kindergarten teachers is divided by the number of teachers in full-time equivalent; data are based on the average gross salaries in the viewed period.

## ESTONIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Higher education (ISCED 5 or higher) and pedagogical and leading competencies
ISCED 1	Master degree (ISCED 7) or qualification corresponding to it and leading competencies
ISCED 24	Master degree (ISCED 7) or qualification corresponding to it and leading competencies
ISCED 34	Master degree (ISCED 7) or qualification corresponding to it and leading competencies

#### Single or lowest salary range

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

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Not applicable
ISCED 1	Not applicable
ISCED 24	Not applicable
ISCED 34	Not applicable

#### Source

Regulations: Basic Schools and Upper Secondary Schools Act (<https://www.riigiteataja.ee/en/eli/501022018002/consolide>); Preschool Child Care Institutions Act – only for the explanatory notes (<https://www.riigiteataja.ee/en/eli/529012018008/consolide>).

#### Explanatory notes

No statutory salary is stated in regulations for a school head.

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. An employment contract with the head of a state school will be concluded by the minister responsible for the field or an official authorised by the minister (except at pre-primary level).

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	15 971
ISCED 1	18 835
ISCED 24	18 835
ISCED 34	18 835

#### Source

State Accounting System.

#### Explanatory notes

The total cost of wages of public school heads and municipal kindergarten heads is divided by the number of heads in full-time equivalent; data are based on the average gross salaries in viewed period.

The data of average gross annual salary of school heads are not only for the group of 25-64, but for all teachers. We do not have salaries information by age or by gender. 92 % of public preschool teachers and 94 % of public general education teachers are aged between 25-64.

## IRELAND – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Major Award at Level 5 on the National Framework of Qualifications or equivalent (ISCED 4)	m	m	m	m	m	a
ISCED 1	Bachelor of Education (pass degree) (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	35 958	49 999	58 081	67 538	20 %	m
ISCED 24	Bachelor of Education (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	35 958	49 999	58 081	67 538	18 %	m
ISCED 34	Bachelor of Education (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	35 958	49 999	58 081	67 538	18 %	m
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	Bachelor of Education (Honours) (ISCED 6), applicable only for teachers appointed prior to 2011.	a	54 848	60 533	69 813	m	m
ISCED 24	Primary Degree (Honours) (ISCED 6) and Post Graduate Diploma in Education (Pass), applicable only for teachers appointed prior to 2011	a	56 809	61 124	70 404	m	m
ISCED 34	Primary Degree (Honours) (ISCED 6) and Post Graduate Diploma in Education (Pass), applicable only for teachers appointed prior to 2011	a	56 809	61 124	70 404	m	m

## Authority level determining the statutory salaries in public schools

ISCED 02	Not applicable
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Circular Letter 0083/2017 Department of Education and Skills relating to salary scales from 1 January 2018. Available at: [https://www.education.ie/en/Circulars-and-Forms/Active-Circulars/cl0083\\_2017.pdf](https://www.education.ie/en/Circulars-and-Forms/Active-Circulars/cl0083_2017.pdf); Circular Pay 0004/2010 Department of Education and Science.

## Explanatory notes

Salaries for practitioners in early childhood settings are set by the owners of the settings which are private entities. The only requirement on the settings is that the practitioners are paid at least the national minimum wage for an experienced adult employee in accordance with the National Minimum Wage Act. From 31 December 2016, as stated in the Child Care Act (Early Years Services) Regulations 2016, all staff working directly with children are required to hold a minimum of Level 5 Major Award on the National Framework of Qualifications in Early Childhood Care and Education. The State pays a capitation fee to playschools and daycare services participating in the Early Childhood Care and Education scheme. In return, they provide a pre-school service free of charge to all children within the qualifying age range for a set number of hours over a set period of weeks. For Preschool Services participating in the ECCE scheme, room leaders are required to hold a minimum QQI Level 6 Major Award in Early Childhood Care and Education (or equivalent) from December 2016. A higher capitation is also available to Preschool Services where the Preschool Leader has achieved a major award in early childhood care and education at Level 7 on the National Framework of Qualifications (NFQ) and where the assistants have achieved the minimum Level 5 Award.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

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

## Source

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## Explanatory notes

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## IRELAND – School Heads

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

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

## Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Less than 80 pupils	45 268	79 172	m
ISCED 24	Schools with 1-5 mainstream teachers (WTEs)	58 483	80 292	m
ISCED 34	Schools with 1-5 mainstream teachers (WTEs)	58 483	80 292	m

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Schools with 36 mainstream teachers or more	72 544	100 167	m
ISCED 24	Schools with 60 mainstream teachers (WTEs) or more	91 642	113 451	m
ISCED 34	Schools with 60 mainstream teachers (WTEs) or more	91 642	113 451	m

WTE = Whole Time Equivalent

## Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Average school size for 2017/18 of 7 mainstream teachers	53 200	80 823	m
ISCED 24	Average school size for 2017/18 of 26 mainstream teachers (WTEs)	78 949	100 758	m
ISCED 34	Average school size for 2017/18 of 26 mainstream teachers (WTEs)	78 949	100 758	m

## Authority level determining the statutory salaries in public schools

ISCED 02	Not applicable
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

## Source

Department of Education and Skills. Circular 0083/2017 for new salary scales introduced from 1st January 2018.

Circular 0004/2010 for allowances paid to principals and additional allowances paid to teachers who commenced teaching prior to January 2011.

Appendix D. Governance Manual for Primary Schools. 2015-2019, Department of Education and Skills.

Department of Education and Skills. Circular 0017/2017. Staffing arrangements in Primary Schools for the 2017/18 school year.

Department of Education and Skills. Circular 0017/2017. Appendix A. Schedule of Enrolment of Pupils Governing the Appointment and Retention of Mainstream Class Teachers in Ordinary Schools, Gaelscoileanna and Gaeltacht National Schools for the 2017/18 school year.

Department of Education and Skills. Circular 0017/2017. Appendix B. Enrolments required for Administrative Principal status and Administrative Deputy Principal status in Ordinary Schools, Gaelscoileanna and Gaeltacht National Schools for the 2017/18 school year.

Circular 0010/2017. Voluntary secondary schools approved allocation of teaching posts 2017/18 school year.

Circular 0011/2017. Community and comprehensive schools approved allocation of teaching posts 2017/18 school year.

Circular 0012/2017. Education and training boards approved allocation of teaching posts 2017/18 school year.

Department of Education and Skills (June 2018). Key Statistics 2016/2017 and 2017/2018.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

School heads aged 25-64		0
ISCED 02-34	m	

## GREECE – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Relevant Bachelor's degree (ISCED 6) – plus examination (Supreme Council for Civil Personnel Selection (ASEP)) for permanent positions	13 104	15 624	17 316	25 648	100 %	36
ISCED 1	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 624	17 316	25 648	100 %	36
ISCED 24	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 624	17 316	25 648	100 %	36
ISCED 34	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions.	13 104	15 624	17 316	25 648	100 %	36
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02-34							

**Authority level determining the statutory salaries in public schools**

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

*Source*

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

*Explanatory notes*

The salaries for teachers of pre-primary education include only teachers working in pre-primary education schools (*Nipiagogeia*) that are supervised by the Ministry of Education, Research and Religious Affairs.

Following the directions for the implementation of Law 4354/2016 (ref. nr. 2-31029/ΔΕΠ/06.05.2016, directions for article 27), a month's salary in 2017 is the sum of the base salary of the frozen salary scales of 2011 and two quarters (2/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. Likewise, and a month's salary in 2018 is the sum of the base salary of the frozen salary scales of 2011 and three quarters (3/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. For all civil servants including teachers, the work experience gained in the calendar years 2016 and 2017 is not taken into consideration for salary progression (Law 4354/2015, article 26, par.2).

Higher than minimum qualifications (i.e. Master's or PhD degrees) are recognised as relevant to the teaching profession after entrance, i.e. they are not used as qualifications required to enter the teaching profession, they are not related to a different salary range, but they are remunerated as additional years of teaching experience.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	17 627	12 041	15 661	20 158	22 474	18 846	17 287
ISCED 1	17 627	12 041	15 661	20 158	22 474	18 846	17 287
ISCED 24	18 853	9 971	15 509	18 823	21 941	19 101	18 706
ISCED 34	18 853	9 971	15 509	18 823	21 941	19 101	18 706

*Source*

Ministry of Education, Research and Religious Affairs, ITYE DIOFANTOS – ITYE DIAS, administrative data.

*Explanatory notes*

The reported actual average salaries for ISCED 02 are included in actual salaries for ISCED 1 including data from special needs education. The reported actual average salaries for ISCED 24 are included in the relevant data for ISCED 34, including special needs education, vocational education and adult education programmes for ISCED 24 completion. These deviations from the specifications of data are due to limitations in the structure of available administrative data.

For the average salaries reported in ISCED 02 and ISCED 1, administrative data from 52 811 teachers with permanent contracts and 12 720 full-time substitute teachers have been used, including teachers serving in special needs education schools, as their exclusion from the data was not possible. For the average salaries reported in ISCED 24 and ISCED 34, administrative data from 59 184 teachers with permanent contracts and 6 639 full-time substitute teachers have been used including teachers in vocational secondary schools, adult education programmes (for completion of ISCED 2), and special needs education schools, as their exclusion from the data was not possible. The average salary of teachers aged 25-64 and the average salary by gender in primary and pre-primary education include 310 teachers who are younger than 25 and 2 teachers older than 65, whereas in the secondary education they include 4 teachers younger than 24 and 2 teachers older than 65. The average annual actual teachers' salaries by age (lines A2-A5) do not include data for teachers who are out of the age range.

## GREECE – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

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

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Pre-primary schools ( <i>Nipiagogeio</i> ) supervised by the MoE	16 824	26 848	100 %
ISCED 1	Primary schools with one, two or three classes	16 824	26 848	15 %
ISCED 24	Lower secondary schools with up to eight classes	18 624	28 648	47 %
ISCED 34	Upper secondary general schools with up to five classes	19 224	29 248	17 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1	Primary schools with nine classes or more	19 224	29 248	42 %
ISCED 24	Lower secondary schools with nine classes or more	19 224	29 248	53 %
ISCED 34	Upper secondary schools with six classes or more	19 824	29 848	83 %

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1	Primary schools with four to eight classes	18 624	28 648	43 %
ISCED 24				
ISCED 34				

#### Authority level determining the statutory salaries in public schools

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

#### Source

Ministry of Education, Research & Religious Affairs, Directorate for Remuneration and Other Allowances Accounting: Unit B. Legislation: Law 4024/2011 (G.G. 226/A), Law 4325/2015 (G.G. 47/A), Law 4354/2015 (G.G. 176/A), Circular of the General Accounting Office with ref. nr. 2-31029/ΔΕΠ/06.05.2016 (ΑΔΑ: ΩΛ9ΣΗ-ΟΝΜ), Circular of the General Accounting Office with ref. nr. 2-78400-0022/14.11.2011 (ΑΔΑ: 4577Η-5ΕΤ), Directions for the implementation of Law 4354/2015 ref. nr. 2/1015 /ΔΕΠ/5/1/2016, Law 4327/2015 article 17 on selection criteria relating to years of service required for school heads (as amended by Law 4473/2017 (G.G. 78/A), Law 4152/2013 as amended by Circular Letter with Ref. nr. 123948/Δ2/06-09-2013. Statistical data on the proportion of school heads according to the type of school they serve have been extracted from the information system 'Myschool' (Ministry of Education, Research & Religious Affairs, Directorate of Educational Technology and Innovation), and refer to school heads with permanent contracts.

#### Explanatory notes

For the calculation of the base salary that comprise part of the school heads' annual salary, the freezing of salaries is taken into consideration. Following the directions for the implementation of Law 4354/2016, a month's salary in 2017 is the sum of the base salary of the frozen salary scales of 2011 and two quarters (2/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. Likewise, a month's salary in 2018 is the sum of the base salary of the frozen salary scales of 2011 and three quarters (3/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	23 156
ISCED 1	23 156
ISCED 24	26 209
ISCED 34	26 209

#### Source

ITYE DIOFANTOS – ITYE DIAS.

#### Explanatory notes

The reported actual average salaries for ISCED 02 are included in actual salaries for ISCED 1 including data from special needs education. The reported actual average salaries for ISCED 24 are included in the relevant data for ISCED 34, including special needs education, vocational education and adult education programmes for ISCED 24 completion. These deviations from the specifications of data are due to limitations in the structure of available administrative data.

Administrative payroll data from all the Directorates of Primary and Secondary Education except one Directorate of Secondary Education have been used.

## SPAIN – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor degree ( <i>Grado</i> ) in pre-primary education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree ( <i>Magisterio</i> ).	29 188	31 554	33 689	41 467	100 %	39
ISCED 1	Bachelor degree ( <i>Grado</i> ) in primary education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree ( <i>Magisterio</i> ).	29 188	31 554	33 689	41 467	100 %	39
ISCED 24	Master degree on Compulsory Secondary Education and <i>Bachillerato</i> (ISCED 7, 300 ECTS accumulated including ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a certificate of pedagogical aptitude (CAP) was required.	32 546	35 286	37 551	46 109	100 %	39
ISCED 34	Master degree on Compulsory Secondary Education and <i>Bachillerato</i> (ISCED 7, 300 ECTS accumulated including ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a certificate of pedagogical aptitude (CAP) was required.	32 546	35 286	37 551	46 109	100 %	39
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries in public schools

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

#### Source

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

#### Explanatory notes

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

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

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

#### Source

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#### Explanatory notes

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## SPAIN – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

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

#### Single or lowest salary range

Type of school	Minimum salary	Maximum salary	% SH paid on this range	
ISCED 02	Smallest schools (specific size depending on Autonomous Community)	33 656	45 447	m
ISCED 1	Smallest schools (specific size depending on Autonomous Community)	33 656	45 447	m
ISCED 24	Smallest schools (specific size depending on Autonomous Community)	40 772	56 723	m
ISCED 34	Smallest schools (specific size depending on Autonomous Community)	40 772	56 723	m

#### Highest salary range

Type of school	Minimum salary	Maximum salary	% SH paid on this range	
ISCED 02	Biggest schools (specific size depending on Autonomous Community)	39 457	51 248	m
ISCED 1	Biggest schools (specific size depending on Autonomous Community)	39 457	51 248	m
ISCED 24	Biggest schools (specific size depending on Autonomous Community)	44 959	60 911	m
ISCED 34	Biggest schools (specific size depending on Autonomous Community)	44 959	60 911	m

#### Most prevalent range (when neither of the above)

Type of school	Minimum salary	Maximum salary	% SH paid on this range	Authority level determining the statutory salaries in public schools		
ISCED 02	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community)	36 258	48 049	m	ISCED 02	Central/State government or top level authorities
ISCED 1	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community)	36 258	48 049	m	ISCED 1	Central/State government or top level authorities
ISCED 24	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community)	42 079	58 030	m	ISCED 24	Central/State government or top level authorities
ISCED 34	Schools employing the largest proportion of school heads (specific size depends on Autonomous Community)	42 079	58 030	m	ISCED 34	Central/State government or top level authorities

#### Source

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

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

ISCED	School heads aged 25-64	ISCED	School heads aged 25-64	Source
ISCED 02	m	ISCED 24	m	-
ISCED 1	m	ISCED 34	m	Explanatory notes
				-

## FRANCE – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours de recrutement de professeur des écoles – CRPE</i> )	26 140	29 881	31 922	46 149	98 %	25
ISCED 1	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours de recrutement de professeur des écoles – CRPE</i> )	26 140	29 881	31 922	46 149	98 %	25
ISCED 24	<i>Professeur certifiés</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours du certificat d'aptitude au professorat de l'enseignement du second degré – CAPES</i> )	27 512	31 253	33 294	47 657	87 %	29
ISCED 34	<i>Professeur certifiés</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours du certificat d'aptitude au professorat de l'enseignement du second degré – CAPES</i> )	27 512	31 253	33 294	47 657	66 %	29
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02-34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Statutory salaries:

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

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

<https://www.fonction-publique.gouv.fr/connaitre-point-dindice>).

Proportion of teachers paid according to the salary range: Publication RERS 2018, tables 9.1 and 9.8.

Explanatory notes

The teachers' statutory salaries are gross annual incomes (*rémunération annuelle brute statutaire*) related to statutory salary scales. They include the accommodation allowance at ISCED levels 02 to 34 and a bonus for tutoring. Only at ISCED levels 24 and 34, they also include a bonus for extra teaching time. In the overtime rate calculation, only the 1st hour (paid 1.2) has been applied to determine the bonus at ISCED 24 and 34.

At ISCED levels 02 and 1, the following bonuses are an integral part of teachers' statutory salaries in France (as all teachers at this level receive them, they have to be included in the statutory salaries):

- Residence allowance
- ISAE (bonus for follow-up and tutoring): Since 2016-2017, the bonus is €1 200 per year (the bonus was €400 in 2013-2014, 2014-2015 and 2015-2016).

At ISCED levels 24 and 34, the following bonuses are an integral part of teachers' statutory salaries in France (as all teachers at this level receive them, they have to be included in the statutory salaries):

- Residence allowance
- Fixed portion of ISOE (bonus for follow-up and tutoring): ISOE: since 2016-2017, the bonus is €1 213.56 per year (€1 199.99 before) – Please, note that the amount has not been corrected last year. The variable portion of this bonus is not included in the statutory salary because only teachers who are invested the role of *professeur principal* receive it.
- Bonus for 1 HSA overtime hour (*heure supplémentaire année*); these compensate the obligation for the teachers to accept to do at minimum one regular hour exceeding of the minimal annual working time; other types of extra hours are not included in the statutory salary. Please note that in 2016-2017 and in 2017-2018, the HSA remuneration's rates were revised but the changing is just taken into account right now.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	34 537	28 950	32 788	36 114	39 665	35 430	34 464
ISCED 1	33 657	28 798	32 435	35 778	39 523	35 457	33 256
ISCED 24	38 735	32 127	36 420	42 064	46 477	39 923	38 090
ISCED 34	43 543	33 861	39 713	45 384	50 056	44 928	42 445

Source

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

% of teachers by ISCED level of attainment: Insee, Enquête emploi en continu – data processing by the Ministry of Education (DEPP).

Explanatory notes

The Siasp database uses monthly payroll records of the state for the majority of their public servants (*fonction publique d'Etat – FPE*). This source is based on the concept of position periods, aggregating the periods the employee served at one workplace. The data reported on teachers' actual salaries refer to full-time teachers (employed for more than 95 per cent of the statutory number of hours of work for a full-time employee over a complete school year) from pre-primary, primary and secondary general education who have passed through a competitive examination and are civil servants.

The scope: the whole of France (apart from Mayotte), public sector, except trainees (*échelon 00, 01 and 02*). At the secondary level, the IVET is not included; at primary level, teachers with *une décharge de 50 % ou plus du temps d'enseignement* (teachers with 50 % or more reduction of their teaching time) are not included in the teachers' scope but in the heads' scope.

The population of teachers covered by the data on actual salaries differ from the population of teachers covered by data on statutory salaries in that it includes other permanent teachers as *instituteurs, professeurs agrégés, professeurs d'enseignement général des collèges, adjoints et chargés d'enseignement, professeurs de chaire supérieure*.

**FRANCE – School Heads****ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18**

Minimum qualification to become a school head	
ISCED 02	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours de recrutement de professeur des écoles – CRPE</i> ) + teacher with 2-year experience
ISCED 1	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ( <i>concours de recrutement de professeur des écoles – CRPE</i> ) + a teacher with 2-year experience
ISCED 24	<i>Chefs d'établissement</i> : Teacher with 5 years experience + competitive examination ( <i>concours de recrutement des personnels de direction</i> ) or civil servant with 5 years experience and who have attained the <i>Hors Echelle A (HEA) échelon</i> + competitive examination ( <i>concours de recrutement des personnels de direction</i> ).
ISCED 34	<i>Chefs d'établissement</i> : Teacher with 5 years experience + competitive examination ( <i>concours de recrutement des personnels de direction</i> ) or civil servant with 5 years experience and who have attained the <i>Hors Echelle A (HEA) échelon</i> + competitive examination ( <i>concours de recrutement des personnels de direction</i> ).

**Single or lowest salary range**

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Schools with 1 to 3 classes	33 034	49 302	m
ISCED 1	Schools with 1 to 3 classes	33 034	49 302	m
ISCED 24	All schools	39 837	69 028	m
ISCED 34	All schools	39 837	72 429	m

**Highest salary range**

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Schools with 10 or more classes	34 794	51 062	m
ISCED 1	Schools with 10 or more classes	34 794	51 062	m
ISCED 24				
ISCED 34				

**Most prevalent range (when neither of the above)**

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

**Authority level determining the statutory salaries in public schools**

ISCED 02-34	Central/State government or top level authorities
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Source

ISCED 1: Salary scale is the same as *professeurs des écoles*. Please see source in Teacher 1 sheet.

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

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

See also the Ministry of Education website, on the webpage 'Etre personnel de direction': <http://www.education.gouv.fr/cid1133/personnels-de-%20-direction.html%20#%20La%20carriere%20et%20la%20remuneration%20des%20personnels%20de%20direction>

Explanatory notes

ISCED 1: Gross index salary plus a scale bonus (*Bonus Indiciaire + Nouveau Bonus Indiciaire*) + residence allowance + allowance for follow-up and tutoring (*indemnité de suivi et d'accompagnement des élèves – ISAE*) + special head allowance (fixed part and variable part depending on school size).

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

**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016**

	School heads aged 25-64
ISCED 02	45 011
ISCED 1	45 011
ISCED 24	59 856
ISCED 34	59 856

Source

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

Explanatory notes

The Siasp database uses monthly payroll records of the state for the majority of their public servants (*fonction publique d'Etat – FPE*). This source is based on the concept of position periods, aggregating the periods the employee served at one workplace. The data reported on heads' actual salaries refer to full-time school heads (employed for more than 95 per cent of the statutory number of hours of work for a full-time employee over a complete school year) from pre-primary, primary and secondary general education who have passed through a competitive examination (*concours de recrutement des professeurs des écoles* at ISCED levels 02 and 1 and *concours de recrutement des personnels de direction* at ISCED levels 24 and 34) and are civil servants.

The scope: The whole of France (apart from Mayotte), public sector, except trainees (*échelon 00, 01 and 02*). At the secondary level, the IVET is not included; at pre-primary and primary levels, only teachers with *une décharge de 50 % ou plus du temps d'enseignement* (teachers with 50 % or more reduction of their teaching time) are counted as heads and are included in the scope.

**CROATIA – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	m	m	m	m	m	m
ISCED 1	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	12 379	12 934	13 241	14 781	m	40
ISCED 24	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	12 379	12 934	13 241	14 781	m	40
ISCED 34	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 281	13 876	14 206	15 858	100 %	40
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 281	13 876	14 206	15 858	82 %	40
ISCED 24	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 281	13 876	14 206	15 858	82 %	40
ISCED 34	a	a	a	a	a	a	a

	Authority level determining the statutory salaries in public schools
ISCED 02	Local authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Zakon o radu (Official Gazette 93/2014, 127/2017);  
 Zakon o plaćama u javnim službama (Official Gazette 27/2001/ 39/2009);  
 Odluka o isplati materijalnih prava i drugih naknada i o visini osnovice za obračun place u javnim službama (Official Gazette 118/2017).  
 Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (Official Gazette, 25/2013, 40/2014);  
 Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); collective agreements.

Explanatory notes

The statutory salary of teachers is calculated based on wage base amount, coefficients of complexity of work for fully qualified teachers and length of service in years, and it includes additional allowance regulated with the agreement from 2006 between unions for employees in education and the Government on top of their base salary (13.725 %). In November 2017, wage base was increased to HRK 5 421.54. All calculations of statutory salaries use this increased wage base even though the base for two months (September and October 2017) was somewhat lower. For calculations of salaries at the top of the range, 40 years was taken into account as length of service in years. Percentage of teachers with higher qualification paid on this salary range (82 %) includes combined data for teachers on ISCED 1 and ISCED 24 level.

**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17**

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

Source

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Explanatory notes

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## CROATIA – School Heads

## ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

Minimum qualification to become a school head	
ISCED 02	ISCED 6 plus 5 years' working experience in pre-primary education
ISCED 1	ISCED 6 plus 8 years' service in schools or other institutions in education system or national public bodies responsible for education (of which 5 years teaching in schools)
ISCED 24	ISCED 6 plus 8 years' service in schools or other institutions in education system or national public bodies responsible for education (of which 5 years teaching in schools)
ISCED 34	ISCED 7 plus 8 years' service in schools or other institutions in education system or national public bodies responsible for education (of which 5 years teaching in schools)

## Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	250 students or less	18 308	21 125	36 %
ISCED 24	250 students or less	18 308	21 125	36 %
ISCED 34	300 students or less	18 308	21 125	19 %

## Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02		m	m	m
ISCED 1	More than 850 students	21 534	24 847	5 %
ISCED 24	More than 850 students	21 534	24 847	5 %
ISCED 34	More than 600 students	21 534	24 847	35 %

## Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	Between 251 and 850 students	19 916	22 980	54 %
ISCED 24	Between 251 and 850 students	19 916	22 980	54 %
ISCED 34	Between 301 and 600 students	19 916	22 980	46 %

## Authority level determining the statutory salaries in public schools

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

## Source

Zakon o radu (Official Gazette 93/2014, 127/2017);  
 Zakon o plaćama u javnim službama (Official Gazette 27/2001/ 39/2009);  
 Odluka o isplati materijalnih prava i drugih naknada i o visini osnovice za obračun plaće u javnim službama (Official Gazette 118/2017),  
 Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (Official Gazette, 25/2013, 40/2014);  
 Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); collective agreements.

## Explanatory notes

The statutory salary of school heads is calculated based on wage base amount, coefficients of complexity of work and length of service in years, and it includes additional allowance (not management allowance) regulated with the agreement from 2006 between unions for employees in education and the Government on top of their base salary (13.725 %). In November 2017, wage base was increased to HRK 5 421.54. All calculations of statutory salaries use this increased wage base even though the base for two months (September and October 2017) was somewhat lower. For calculations of salaries at the top of the range, 40 years was taken into account as length of service in years. Percentage of school heads paid on different salary ranges includes combined data for ISCED 1 and ISCED 24 level.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

## Source

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## Explanatory notes

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## ITALY – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's degree in education (ISCED 7) plus competitive examination	23 729	26 058	28 568	34 706	100 %	35
ISCED 1	Master's degree in education (ISCED 7) plus competitive examination	23 729	26 058	28 568	34 706	100 %	35
ISCED 24	Master's degree in education (ISCED 7) plus competitive examination	25 541	28 250	31 094	38 112	100 %	35
ISCED 34	Master's degree in education (ISCED 7) plus competitive examination	25 541	28 930	31 962	39 839	100 %	35
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							
	Authority level determining the statutory salaries in public schools	<i>Source</i> National Collective Contract for personnel in the education and research sector – Years 2016-2018 ( <a href="https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html">https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html</a> ).					
ISCED 02	Central/State government or top level authorities	<i>Explanatory notes</i> -					
ISCED 1	Central/State government or top level authorities						
ISCED 24	Central/State government or top level authorities						
ISCED 34	Central/State government or top level authorities						

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	28 147	23 117	23 891	26 261	30 525	28 138	28 148
ISCED 1	28 147	23 117	23 891	26 261	30 525	28 138	28 148
ISCED 24	28 713	24 746	24 849	26 210	31 232	28 643	28 734
ISCED 34	30 649	24 742	25 000	26 813	33 206	30 395	30 788

*Source*

Administrative database used to pay the monthly wages to all teachers.

*Explanatory notes*

Weighted average of salaries between classes of teachers during the school year from September 2016 to August 2017.

## ITALY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	a
ISCED 1	Teacher qualification (ISCED 7 level) an at least five years of teaching experience
ISCED 24	Teacher qualification (ISCED 7 level) an at least five years of teaching experience
ISCED 34	Teacher qualification (ISCED 7 level) an at least five years of teaching experiences

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	All schools	58 522	64 887	100 %
ISCED 24	All schools	58 522	64 887	100 %
ISCED 34	All schools	58 522	64 887	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Not applicable
ISCED 1	More than one authority level
ISCED 24	More than one authority level
ISCED 34	More than one authority level

#### Source

National Collective Contract for the head teacher (15/7/2010) – <https://www.aranagenzia.it/contrattazione/aree-dirigenziali/area-v/contratti/281-ccnl-economico-2008-2009.html>  
Regional supplementary contracts.

#### Explanatory notes

The statutory salary is composed of a fixed part, the same for everyone, plus a variable part that varies across regions. A weighed average is used for the variable part.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/2017

	School heads aged 25-64
ISCED 02	a
ISCED 1	60 156
ISCED 24	60 156
ISCED 34	60 156

#### Source

Administrative database used to pay the monthly wages to school heads.

#### Explanatory notes

Weighted average annual salary of school heads by age group during the school year from September 2016 to August 2017.

## CYPRUS – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	:	:	:	:	:	:	:
ISCED 1	:	:	:	:	:	:	:
ISCED 24	:	:	:	:	:	:	:
ISCED 34	:	:	:	:	:	:	:

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

	Authority level determining the statutory salaries in public schools	Source
ISCED 02		:
ISCED 1		<i>Explanatory notes</i>
ISCED 24		:
ISCED 34		:

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR)

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64
ISCED 02	:	:	:	:	:
ISCED 1	:	:	:	:	:
ISCED 24	:	:	:	:	:
ISCED 34	:	:	:	:	:

	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	:	:
ISCED 1	:	:
ISCED 24	:	:
ISCED 34	:	:

*Source*  
:  
*Explanatory notes*  
:

## CYPRUS – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR)

#### Minimum qualification to become a school head

ISCED 02	:
ISCED 1	:
ISCED 24	:
ISCED 34	:

#### Single or lowest salary range

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

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	
ISCED 1	
ISCED 24	
ISCED 34	

Source

:

Explanatory notes

:

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR)

#### School heads aged 25-64

ISCED 02	:
ISCED 1	:
ISCED 24	:
ISCED 34	:

Source

:

Explanatory notes

:

## LATVIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Higher education (Bachelor or Master level (ISCED 6 or 7) or college level (ISCED 5)) in pedagogy and professional teacher's qualification, which include completion of in-school placement, final examinations and diploma thesis. For foreign language teacher, music teacher and sports teacher a respective qualification is necessary.	8 160	a	a	a	100 %	a
ISCED 1	Higher education (Bachelor or Master level, ISCED 6 or 7) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective teaching subject area, including completion of in-school placement, final examinations and diploma thesis.	8 160	a	a	a	100 %	a
ISCED 24	Higher education (Bachelor or Master level, ISCED 6 or 7) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective teaching subjects' area, including completion of in-school placement, final examinations and diploma thesis.	8 160	a	a	a	100 %	a
ISCED 34	Higher education (Bachelor or Master level, ISCED 6 or 7) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective field of teaching subject, including completion of in-school placement, final examinations and diploma thesis.	8 160	a	a	a	100 %	a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02-34							

**Authority level determining the statutory salaries in public schools**

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

**Source**

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016), <https://likumi.lv/ta/id/283667-pedagoqu-darba-samaksas-noteikumi>; Regulation on Requirements for Necessary Education and Professional Qualification, and Procedure of Continuing Professional Development of Pedagogues (the Regulation of the Cabinet of Ministers, entered into force on 5 November 2014 and amended in September 2018), <https://likumi.lv/ta/id/269965-noteikumi-par-pedagogiem-nepieciesamo-izglitiba-un-profesionalo-kvalifikaciju-un-pedagoqu-profesionalas-kompetences-pilnveides>

**Explanatory notes**

The regulation on teachers' work remuneration sets only minimum monthly salary rate. School heads decides on the teachers' salaries depending on their workload and performance and on the school budget. According to the teachers' salary reform launched in 2016, there was a transition period for minimum salary rate for pre-school (ISCED 0) teachers. In September 2016, the rate was €620 for one workload per month, but with September 2017 minimum salary rate for pre-school teachers increased to €680. For teachers working in ISCED levels 1-3, minimum salary rate for one workload per month was the same on September 2016 and on September 2017, i.e., €680. The minimum statutory salaries for pre-primary teachers are thus now the same for one pedagogical workload. However, one workload of pre-primary teacher is 40 hours per week, but one monthly salary rate for other teachers corresponds to 30 hours per week workload.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	10 000	10 000	10 040	10 021	10 012	9 641	10 001
ISCED 1	12 884	12 225	13 245	12 967	12 718	a	12 728
ISCED 24	13 317	13 033	13 473	13 334	13 265	13 115	13 335
ISCED 34	14 225	13 873	14 327	14 357	14 105	13 851	14 303

**Source**

State Education Information System (*Valsts izglītības informācijas sistēma, VIIS*) where educational institutions (schools) enter information about teachers, their age, gender, workload and work remuneration. Link: <https://www.viis.lv/>

**Explanatory notes**

Salaries are calculated together from all funding sources (central level (state) and local government) and part-time teachers are excluded. Only salaries of teachers working 0.9 of one workload and more are calculated. Average actual salaries of full-time teachers are calculated according to their age groups.

## LATVIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED	Minimum qualification to become a school head
ISCED 02	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)
ISCED 1	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)
ISCED 24	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)
ISCED 34	Bachelor (ISCED 6) or Master degree (ISCED 7) in Pedagogy or Education, or higher professional education in pedagogy; or higher professional education and continuous professional development programme (72 hours)

#### Single or lowest salary range

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	100 students or less	10 800	a	36 %
ISCED 1	100 students or less	10 800	a	40 %
ISCED 24	100 students or less	10 800	a	47 %
ISCED 34	100 students or less	10 800	a	10 %

#### Highest salary range

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 2 000 students	16 800	a	0 %
ISCED 1	More than 2 000 students	16 800	a	0 %
ISCED 24	More than 2 000 students	16 800	a	0 %
ISCED 34	More than 2 000 students	16 800	a	0 %

#### Most prevalent range (when neither of the above)

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				0 %
ISCED 1				0 %
ISCED 24				0 %
ISCED 34	501-800 students	13 200	a	16 %

#### Authority level determining the statutory salaries in public schools

ISCED	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source  
 Regulation on Pedagogues' Work Remuneration  
 (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016),  
<https://likumi.lv/ta/id/283667-pedagogu-darba-samaksas-noteikumi>;  
 Regulation on Requirements for Necessary Education and Professional Qualification, and Procedure of Continuing Professional Development of Pedagogues  
 (the Regulation of the Cabinet of Ministers, entered into force on 5 November 2014, valid till September 2018),  
<https://likumi.lv/ta/id/269965-noteikumi-par-pedagogiem-nepieciešamo-izglitību-un-profesionālo-kvalifikāciju-un-pedagogu-profesionālas-kompetences-pilnveides>

#### Explanatory notes

The Regulation only defines the minimum monthly salary rate. There are nine salary groups for heads depending on the size of the school. In 2017/18, there were no general education institutions with 2001 students or more (only VET schools).

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

ISCED	School heads aged 25-64
ISCED 02	15 201
ISCED 1	16 345
ISCED 24	15 205
ISCED 34	18 181

#### Source

State Education Information System (*Valsts izglītības informācijas sistēma*, VIIS) where educational institutions (schools) enter information about teachers, their age, gender, workload and work remuneration. Link: <https://www.viis.lv/>

#### Explanatory notes

Salaries are calculated together from all funding sources (central level (state) and local government) and part-time school heads are excluded. Only salaries of school-heads working 0.9 of one workload and more are calculated. Average actual salaries of school heads are calculated according to the respective age group.

## LITHUANIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6), no qualification category	6 455	6 948	7 107	7 409	m	15
ISCED 1	Bachelor's degree in education (ISCED 6), no qualification category	10 112	10 240	10 526	10 844	m	15
ISCED 24	Bachelor's degree in education (ISCED 6), no qualification category	10 112	10 240	10 526	10 844	m	15
ISCED 34	Bachelor's degree in education (ISCED 6), no qualification category	10 112	10 240	10 526	10 844	m	15
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							
	Authority level determining the statutory salaries in public schools	<i>Source</i> Procedure of salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by Minister of Education and Science (Order No. XIII-198, 17 January 2017).					
ISCED 02	Central/State government or top level authorities	<i>Explanatory notes</i> -					
ISCED 1	Central/State government or top level authorities						
ISCED 24	Central/State government or top level authorities						
ISCED 34	Central/State government or top level authorities						

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	10 620	m	m	m	m	10 620	10 620
ISCED 1	10 620	m	m	m	m	10 620	10 620
ISCED 24	10 620	m	m	m	m	10 620	10 620
ISCED 34	10 620	m	m	m	m	10 620	10 620

*Source*The Lithuanian Department of Statistic ([www.stat.gov.lt](http://www.stat.gov.lt)).*Explanatory notes*

Actual data include all teachers, working in state companies.

## LITHUANIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Master's degree; 2 years of teaching experience; 1 year leadership experience
ISCED 1	Master's degree; 2 years of teaching experience; 1 year leadership experience
ISCED 24	Master's degree; 2 years of teaching experience; 1 year leadership experience
ISCED 34	Master's degree; 2 years of teaching experience; 1 year leadership experience

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 13 groups in the school	7 918	15 503	m
ISCED 1	Less than 200 students	9 953	16 775	m
ISCED 24	Less than 200 students	9 953	16 775	m
ISCED 34	Less than 200 students	9 953	16 775	m

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	13 and more groups	8 904	17 331	m
ISCED 1	More than 900 students	11 480	18 778	m
ISCED 24	More than 900 students	11 480	18 778	m
ISCED 34	More than 900 students	11 480	18 778	m

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	From 201 to 900 students	10 160	18 698	m
ISCED 24	From 201 to 900 students	10 160	18 698	m
ISCED 34	From 201 to 900 students	10 160	18 698	m

#### Authority level determining the statutory salaries in public schools

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

#### Source

Procedure of salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by Minister of Education and Science (Order No. XIII-198, 17 January 2017).

#### Explanatory notes

Statutory salaries of school heads depend on the number of groups (pre-primary education) or students (primary and secondary education), the qualification level, the managerial experience and the number of years in service.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

#### Source

Euro.

#### Explanatory notes

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## LUXEMBOURG – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6) plus competitive examination	72 437	93 685	105 758	127 972	76 %	30
ISCED 1	Bachelor's degree in education (ISCED 6) plus competitive examination	72 437	93 685	105 758	127 972	83 %	30
ISCED 24	Master's degree in education (ISCED 7) plus competitive examination	82 095	102 619	113 243	142 701	69 %	30
ISCED 34	Master's degree in education (ISCED 7) plus competitive examination	82 095	102 619	113 243	142 701	84 %	30
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							
	Authority level determining the statutory salaries in public schools	<i>Source</i> <a href="http://www.fonction-publique.public.lu/fr/remunerations-et-pensions/remunerations/traitement-fonctionnaire/index.html">http://www.fonction-publique.public.lu/fr/remunerations-et-pensions/remunerations/traitement-fonctionnaire/index.html</a>					
ISCED 02	Central/State government or top level authorities	<i>Explanatory notes</i> -					
ISCED 1	Central/State government or top level authorities						
ISCED 24	Central/State government or top level authorities						
ISCED 34	Central/State government or top level authorities						

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

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

*Source*

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*Explanatory notes*

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## LUXEMBOURG – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	a
ISCED 1	a
ISCED 24	Bachelor's degree (ISCED 6)
ISCED 34	Bachelor's degree (ISCED 6)

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	Public secondary school	113 484	156 947	100 %
ISCED 34	Public secondary school	113 484	156 947	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Not applicable
ISCED 1	Not applicable
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

<http://www.fonction-publique.public.lu/fr/remunerations-et-pensions/remunerations/traitement-fonctionnaire/index.html>

#### Explanatory notes

There are no school heads in pre-primary and primary schools.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	a
ISCED 1	a
ISCED 24	m
ISCED 34	m

#### Source

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#### Explanatory notes

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## HUNGARY – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	BA (ISCED 6) <i>óvodapedagógus</i> /kindergarten teacher	6 875	9 281	9 969	13 063	m	42
ISCED 1	BA (ISCED 6) <i>tanító</i> /primary teacher	6 875	9 281	9 969	13 063	m	42
ISCED 24	MA (ISCED 7) <i>tanár</i> /teacher	7 639	10 313	11 077	14 514	m	42
ISCED 34	MA (ISCED 7) <i>tanár</i> /teacher	7 639	10 313	11 077	14 514	m	42
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries in public schools

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

#### Source

The Act on the central budget issued in 2016 No XC. for the Central Budget 2017 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2016 regulates the amount for 2017; 61§). The Act on general education (65§) and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

#### Explanatory notes

From 2013, the 326/2013 government decree stipulates a yearly increase of salaries until 2017. In 2017, it became part of the Act on general education.

For the school year 2017/18, there was an increase in the salaries comparing to the school year 2016/17. The rate of the increase at teachers with BA degree was 3.2 % and for teachers with MA it was 3.5 % in case they have minimum qualification. Should teachers at lower secondary level have MA degree, they are entitled to be paid according to the salary scheme linked to teachers with MA degree.

The legal regulations stipulate that the minimum qualification for teachers at ISCED 02, 1, 24 is BA/BSc, while teachers at ISCED 34 is MA/MSc.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2017

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	11 212	8 189	9 962	11 942	12 948	9 158	11 225
ISCED 1	11 937	8 667	10 462	12 512	13 719	11 758	11 969
ISCED 24	11 937	8 667	10 462	12 512	13 719	11 758	11 969
ISCED 34	12 997	9 610	11 449	13 567	15 129	12 885	13 055

#### Source

Annual statistical survey on individual earnings carried out in May each year by the Ministry for National Economy. The survey covers all institutions and teachers in the public sector.

#### Explanatory notes

Pre-primary data include teachers in NACE 85.1 and ISCO 2342.

Primary and lower secondary teachers include teachers in NACE 85.2 and ISCO 2341.

Upper secondary school teachers include teachers in NACE 85.3 and ISCO 2330.

## HUNGARY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	BA (ISCED 6) and at least 5 year teaching practice; school head qualification
ISCED 1	BA (ISCED 6) and at least 5 year teaching practice; school head qualification
ISCED 24	MA (ISCED 7) and at least 5 year teaching practice; school head qualification
ISCED 34	MA (ISCED 7) and at least 5 year teaching practice; school head qualification

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public schools	11 000	23 719	m
ISCED 1	All public schools	11 000	23 719	m
ISCED 24	All public schools	11 000	26 355	m
ISCED 34	All public schools	12 222	26 355	m

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

The Act on the central budget issued in 2016 No C. for the Central Budget 2017 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2016 regulates the amount for 2017). The Act on general education and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

#### Explanatory notes

According to the qualification, a certain percentage of the base salary linked to the qualification is paid as allowance (for a bachelor's degree it is HUF 182 700 and for a master's degree it is HUF 203 000 a month. The percentages vary according to the task/responsibility.

Therefore, the monetary value of the salary is dependent on the qualification of the actual teacher.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

#### Source

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#### Explanatory notes

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## MALTA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Education diploma (ISCED 4) and one-year probationary period and successful completion of one-year probationary period	18 615	22 700	23 516	23 516	100 %	12
ISCED 1	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	22 603	26 062	27 036	30 981	100 %	19
ISCED 24	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	22 603	26 062	27 036	30 981	100 %	19
ISCED 34	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	22 603	26 062	27 036	30 981	100 %	19
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (21 December 2017) ([https://education.gov.mt/en/Documents/Sectoral %20Agreement.pdf](https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf)).

Explanatory notes

In 2017, a collective agreement (running until the end of 2024) was concluded between the Government of Malta and unions representing public sector employees (including teachers) through which employees benefit from a 3 % annual salary increase. Statutory salaries also reflect a methodological increase due to the inclusion of an allowance that all teachers receive,

which was not included in previous returns.

All teachers are granted an additional payment of €512.52 per year, a class allowance (which depends on the education level and salary scale) and the 'Work Resources Fund'. The class allowance and the work resources fund were introduced as from January 2018 following the conclusion of a sectoral agreement between the Government of Malta and the Malta Union of Teachers.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	21 044	19 641	21 979	21 979	21 979	21 044	21 044
ISCED 1	25 277	23 254	24 770	26 360	27 157	25 277	25 277
ISCED 24	25 277	23 254	24 770	26 360	27 157	25 277	25 277
ISCED 34	25 277	23 254	24 770	26 360	27 157	25 277	25 277

Source

Collective Agreement of the Employees in the Public Service and Agreement between the Government of Malta and the Malta Union of Teachers signed in 2010.

Explanatory notes

Weighted average for salaries. Actual data for ISCED attainment.

## MALTA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

Minimum qualification to become a school head	
ISCED 02	ISCED level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator
ISCED 1	ISCED level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator
ISCED 24	ISCED level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator
ISCED 34	ISCED level 7 and at least ten years teaching experience and four years in the grade of assistant head of school or head of department or school counsellor or inclusive education coordinator

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 200 pupils	32 455	34 377	38 %
ISCED 1	Less than 200 pupils	32 455	34 377	38 %
ISCED 24	Less than 200 pupils	32 455	34 377	27 %
ISCED 34	Less than 200 pupils	32 455	34 377	16 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 800 pupils	33 205	35 127	3 %
ISCED 1	More than 800 pupils	33 205	35 127	3 %
ISCED 24	More than 800 pupils	33 205	35 127	0 %
ISCED 34	More than 800 pupils	33 205	35 127	11 %

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Schools with less than 200 pupils	32 455	34 377	38 %
ISCED 1	Schools with less than 200 pupils	32 455	34 377	38 %
ISCED 24	Schools with populations of between 201 and 350 pupils	32 605	34 527	45 %
ISCED 34	Schools with populations of between 351 and 500 pupils	32 755	34 677	26 %

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers (21 December 2017) ([https://education.gov.mt/en/Documents/Sectoral %20Agreement.pdf](https://education.gov.mt/en/Documents/Sectoral%20Agreement.pdf))

#### Explanatory notes

Salaries are based on conditions listed in the Agreement between the Government of Malta and the Malta Union of Teachers.

The Sectoral Agreement has granted all school heads to proceed to salary scale 5 (whereas previously school heads were pegged to salary scale 6). Newly appointed school heads, upon satisfactory performance, are granted yearly increments to their salary for four years following which they reach the maximum of salary scale 5. The statutory salaries include the allowances that all teachers and school heads receive (€512.52 per year) and the newly-introduced (January 2018) class allowance and 'Work Resources Fund'. These last two allowances were introduced following a sectoral agreement signed between the Government of Malta and the Malta Union of Teachers.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	27 049
ISCED 1	27 049
ISCED 24	27 049
ISCED 34	27 049

#### Source

Sectoral Agreement between the Government of Malta and the Malta Union of Teachers signed in 2010 and Collective Agreement for Employees in the Public Service signed in 2017.

#### Explanatory notes

Weighted averages based on conditions prevalent in 2017 based on the sectoral agreement then in force.

## NETHERLANDS – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher training program (ISCED 6)	36 533	46 522	54 984	58 222	100 %	18
ISCED 1	Teacher training program (ISCED 6)	36 533	46 522	54 984	58 222	100 %	18
ISCED 24	Teacher training program (ISCED 6 or ISCED 7)	37 399	57 315	65 903	76 705	100 %	m
ISCED 34	Teacher training program (ISCED 7)	37 399	57 315	65 903	76 705	100 %	m
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

*Source*

Two collective labour agreements are used to determine the amount in euro per salary scale. For primary education: [https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and <https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>, for secondary education: [https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and [https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006).

[https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006).

Data on the number of teachers in each salary scale are acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

*Explanatory notes*

The statutory salary reported in the data collection is the total statutory salary of a year (allowances included), weighted by the ratio in salary scales in October the year before. The ratio of 1 October 2017 has been used in this questionnaire. We have used the same ratio for all the categories if applicable.

ISCED 02: Only teachers in primary schools (group 1 and 2, children in age group 4 and 5 at the start of the school year). Daycare is excluded.

ISCED 24/34: A second degree qualification is required for teachers in lower secondary education and a first degree qualification for teachers in upper secondary (general) education. This qualification level is related to the initial teacher preparation. Generally, teachers in upper secondary education have more often salary scale LD and teachers in lower secondary education have more often LB or LC. But the distribution of teachers between these different scales at these ISCED levels is not exactly known.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	47 870	41 028	49 783	51 018	51 749	48 121	47 828
ISCED 1	47 870	41 028	49 783	51 018	51 749	48 121	47 828
ISCED 24	60 297	47 340	62 011	64 684	66 939	61 656	58 862
ISCED 34	60 297	47 340	62 011	64 684	66 939	61 656	58 862

*Source*

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education:

[https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and <https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>,

for secondary education:

[https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and

[https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006).

Data on the number of teachers in each salary scale are acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

*Explanatory notes*

Total year salary, allowances included. Salary based on collective labour agreement. Number of teachers and the salaries are based on actual data provided by the school boards to the Ministry of Education, Culture and Science.

## NETHERLANDS – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Competence requirement ( <i>Schoolleidersregister PO vastgestelde bekwaamheidseisen</i> )
ISCED 1	Competence requirement ( <i>Schoolleidersregister PO vastgestelde bekwaamheidseisen</i> )
ISCED 24	School boards decide on the minimum qualification requirements.
ISCED 34	School boards decide on the minimum qualification requirements.

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 200 students	43 873	62 351	12 %
ISCED 1	Less than 200 students	43 873	62 351	12 %
ISCED 24	m	48 295	75 471	19 %
ISCED 34	m	48 295	75 471	19 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	400 student or more	46 925	80 336	21 %
ISCED 1	400 student or more	46 925	80 336	21 %
ISCED 24	m	82 661	118 917	1 %
ISCED 34	m	82 661	118 917	1 %

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	200-399 students	45 378	69 857	65 %
ISCED 1	200-399 students	45 378	69 857	65 %
ISCED 24	m	58 542	81 785	29 %
ISCED 34	m	58 542	81 785	29 %

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education:

[https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and  
<https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>,

for secondary education:

[https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and  
[https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006).

Data on the number of teachers in each salary scale is acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	67 832
ISCED 1	67 832
ISCED 24	84 326
ISCED 34	84 326

#### Source

Two collective labour agreements are used to determine the amount in euro per salary scale.

For primary education:

[https://www.poraad.nl/files/werkgeverszaken/cao\\_po\\_2016-2017\\_versie\\_per\\_1\\_januari\\_2017.pdf](https://www.poraad.nl/files/werkgeverszaken/cao_po_2016-2017_versie_per_1_januari_2017.pdf) and  
<https://www.poraad.nl/themas/werkgeverszaken/cao-po/cao-po-2018-2019>,

for secondary education:

[https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR\\_CAO\\_2016\\_WEB.pdf?1469437862](https://www.vo-raad.nl/system/downloads/attachments/000/000/067/original/VOR_CAO_2016_WEB.pdf?1469437862) and  
[https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao\\_vo\\_2018-2019.pdf?1533119006](https://www.vo-raad.nl/system/downloads/attachments/000/000/644/original/cao_vo_2018-2019.pdf?1533119006).

Data on the number of teachers in each salary scale are acquired from administrative data from payroll administrations of schools. These data are used for weighing between the different salary scales.

#### Explanatory notes

The actual salaries are the weighted average for the FTE's for each scale and period times the statutory salary for each combination of scale and period.

## AUSTRIA – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	m	m	m	m	m	m	m
ISCED 1	Bachelor of Education (ISCED 6)	35 863	39 122	43 494	63 963	100 %	34
ISCED 24	Bachelor of Education (ISCED 6)/ Master's degree (ISCED 7) + 1 year induction programme	35 506	41 045	45 693	68 289	100 %	34
ISCED 34	Bachelor of Education (ISCED 6)/ Master's degree (ISCED 7) + 1 year induction programme	35 205	44 418	50 077	72 763	100 %	34
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries in public schools

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

#### Source

Legal documents (Civil Service Act, statutory pay schemes: *Gehaltsgesetz*, *Vertragsbedienstetengesetz*, *Landeslehrer-Dienstrechtsgesetz*, *Landesvertragslehrpersonengesetz* – link: [www.ris.bka.gv.at](http://www.ris.bka.gv.at)).

#### Explanatory notes

In Austria, the large majority of pre-primary education takes place at kindergartens. The remaining minority of pre-primary schools are not an independent entity but integrated into the schools at ISCED 1. There is no difference in any teacher-related matter between these two levels (working time, salaries etc.). Since the data of those teachers are not representative for ISCED 02 and there are no data available for kindergarten teachers 'm' is the most appropriate option.

At ISCED 34, vocational programmes are included.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	48 974	35 528	44 170	53 507	62 112	45 908	49 208
ISCED 24	57 200	38 924	47 636	59 593	70 067	58 199	56 770
ISCED 34	63 119	42 980	53 562	64 999	76 886	66 034	60 654

#### Source

Management Information Systems.

#### Explanatory notes

At ISCED 34, vocational programmes are included.

The actual average salaries were calculated for full-time equivalent teachers.

Headmasters, deputies and assistants as well as heads of departments are excluded.

## AUSTRIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	
ISCED 1	Bachelor of Education (ISCED 6) + 5 years teaching
ISCED 24	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 5 years teaching
ISCED 34	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 6 years teaching

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m			m
ISCED 1	Small school (1 class)	40 039	68 960	m
ISCED 24	Small school (1 class)	40 039	68 960	m
ISCED 34	Small school (1 to 3 classes)	52 792	89 332	m

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				0 %
ISCED 1	Large school (more than 60 classes)	47 633	80 456	0 %
ISCED 24	Large school (more than 60 classes)	47 633	80 456	0 %
ISCED 34	Large school (more than 60 classes)	60 553	101 049	6 %

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1	4-7 classes	42 673	72 960	Estimate 36 %
ISCED 24	8-9 classes	43 409	74 065	Estimate 32 %
ISCED 34	13-21 classes	57 567	96 537	30 %

#### Authority level determining the statutory salaries in public schools

ISCED 02	Not applicable
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Legal documents (Civil Service Act, statutory pay schemes: *Gehaltsgesetz, Vertragsbedienstetengesetz, Landeslehrer-Dienstrechtsgesetz, Landesvertragslehrpersonengesetz* – link: [www.ris.bka.gv.at](http://www.ris.bka.gv.at)).

#### Explanatory notes

In Austria, the large majority of pre-primary education takes place at kindergartens. The remaining minority of pre-primary schools are not an independent entity but integrated into the schools at ISCED 1. There is no difference in any teacher-related matter between these two levels (working time, salaries etc.). Since the data of those teachers are not representative for ISCED 02 and there are no data available for kindergarten teachers, m is the most appropriate option.

At ISCED 34, vocational programmes are included.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	a
ISCED 1	68 515
ISCED 24	75 503
ISCED 34	92 009

#### Source

Management Information Systems.

#### Explanatory notes

The reported salaries are the mean of the school heads monthly compensations over a school year.

## POLAND – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550)	5 550	7 310	8 873	9 247	m	20
ISCED 1	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550)	5 550	7 310	8 873	9 247	m	20
ISCED 24	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660)	6 251	8 290	10 111	10 538	m	20
ISCED 34	Master's degree with pedagogical training (ISCED-A 760)	7 065	9 473	11 569	12 060	m	20
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's degree with pedagogical training (ISCED-A 760)	7 065	9 473	11 569	12 060	m	20
ISCED 1	Master's degree with pedagogical training (ISCED-A 760)	7 065	9 473	11 569	12 060	m	20
ISCED 24	Master's degree with pedagogical training (ISCED-A 760)	7 065	9 473	11 569	12 060	m	20
ISCED 34	a	a	a	a	a	a	a

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

School Education Information System database (SIO) administered by the Ministry of National Education.

Laws and regulations: Act of 26 January 1982 – The Teachers' Charter (with further amendments); Regulation by the Minister of National Education of 1 August 2017 on the specific qualifications required from teachers.

Explanatory notes

Annual statutory teacher salaries include additional payments that constitute a regular part of the annual base salary such as the seniority allowance, the 13th pay and holiday benefits. In case of teachers with 10 years of experience, calculation was based on the salary of teachers who are classified as 'appointed teachers' on the professional promotion scale, since 53 % of the teachers with 10 years of experience belong to this category. In case of teachers with 15 years of experience, calculation was based on the salary of the teachers, who are classified as 'chartered teachers' on the professional promotion scale, since 59 % of the teachers with 15 years of experience make up this category.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	11 861	9 456	11 526	13 441	13 053	11 278	11 862
ISCED 1	13 820	10 364	13 425	14 747	14 707	13 192	13 898
ISCED 24	14 325	10 894	14 044	15 136	15 175	13 774	14 488
ISCED 34	13 934	10 556	13 668	14 602	14 644	13 571	14 061

Source

School Education Information System database (SIO) administered by the Ministry of National Education.

Laws and regulations: Act of 26 January 1982 – The Teachers' Charter (with further amendments); Regulation by the Minister of National Education of 1 August 2017 on the specific qualifications required from teachers.

Explanatory notes

Teachers' salaries for the school year 2016/17 were calculated on the basis of the actual data collected in the School Education Information System (SIO) as of the 31 March 2017. They take into account the basic salary, benefits, overtime payments, supplements for the teachers in rural schools and for accommodation, as well as holidays payments. The reference date for this calculation is March 2017 and the data available on that day were then extrapolated for the entire year. Calculation excludes equalization supplements as well as payments for ad hoc substitutions.

## POLAND – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550) plus 5-year teaching experience
ISCED 1	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550) plus 5-year teaching experience
ISCED 24	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660) +5-year teaching experience
ISCED 34	Master's degree with pedagogical training (ISCED-A 760) + 5-year teaching experience

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	10 494	11 648	100 %
ISCED 1	a	10 807	11 961	100 %
ISCED 24	a	10 950	13 396	100 %
ISCED 34	a	12 365	15 180	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Data on gross annual statutory salaries are from the Act of 26 January 1982 Teachers' Charter (with further amendments) plus executive regulations related to salaries. Actual data on position allowances for school heads collected in the administrative data base (School Education Information System, SIO).

#### Explanatory notes

Starting/minimum statutory salary includes the base salary, the additional annual remuneration, the years in service allowance (6 %), the holiday allowance and the post-related allowance (average amount of post-related allowance according to School Education Information System (SIO), March 2017). The maximum statutory salaries of school heads was calculated as the sum of basic salary and bonuses that constitute a regular part of the annual basic salary like seniority allowance, thirteenth month and holiday benefits.

The management allowance included in the reported statutory salaries has been calculated on the basis of the average 'position' allowance in March 2017, which was PLN 853. The 'motivation' allowance that all school heads receive is not included. Both allowances are determined at local level.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	17 670
ISCED 1	18 657
ISCED 24	19 090
ISCED 34	19 137

#### Source

School Education Information System (SIO).

#### Explanatory notes

School head salaries for the school year 2016/17 were calculated based on actual data collected in the School Education Information System (SIO) and they reflect the situation on the 31 March 2017. The actual gross salaries were calculated as the average salaries including all bonuses, allowances and additional payments of full-time school heads and their deputies aged 25 to 64. At the upper secondary level (ISCED 3), the salaries of the school heads and their deputies were calculated only for the general programmes. The reference date for calculation is March 2017 and the data available on that day were then extrapolated for the entire school year. Calculation excludes equalization supplements as well as payments for ad hoc substituting.

## PORTUGAL – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 290	27 128	28 783	48 129	100 %	34
ISCED 1	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 290	27 128	28 783	48 129	100 %	34
ISCED 24	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 290	27 128	28 783	48 129	100 %	34
ISCED 34	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 290	27 128	28 783	48 129	100 %	34
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries in public schools

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

#### Source

Education Financial Management Institute and Directorate-General for Education and Science Statistics. Please see the 'Teacher's Career Statute':  
<https://dre.pt/application/conteudo/542994>,  
<https://dre.pt/application/conteudo/335228>,  
<https://dre.pt/application/conteudo/491219>

#### Explanatory notes

Data refers to full-time equivalent teachers from public schools under the tutelage of the Ministry of Education.

Regardless of the admissible teaching entry qualifications, all the teachers are paid accordingly to the same salary range. Teacher career is unicategorical (i.e. the same for all ISCED levels). It is composed by ten levels, all with the duration of 4 years, except the 5th level with 2 years. The progression is dependent on a set of rules, from participation in professional development activities to the setting of quotas.

Lower and upper secondary teachers belong to the same formal group – *professores do 3.º ciclo do ensino básico e do ensino secundário*. For calculus purposes, firstly each teacher was classified in the ISCED level in which his/her teaching load is higher.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	32 754	22 235	24 195	29 873	37 052	31 532	32 761
ISCED 1	29 941	22 235	24 037	28 656	37 503	30 802	29 739
ISCED 24	29 403	21 862	24 797	28 364	35 794	29 277	29 442
ISCED 34	32 063	21 729	24 816	29 313	38 039	31 569	32 300

#### Source

Budget Execution Report of the Ministry of Education; Education Statistics.

#### Explanatory notes

The average annual gross salary has been calculated on the basis of salaries paid in May 2017. Allocation of teachers in lower or upper secondary education has been made according to their respective teaching load.

## PORTUGAL – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience
ISCED 1	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience
ISCED 24	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience
ISCED 34	Pre-Bologna <i>Licenciatura</i> or Post-Bologna <i>Mestrado</i> (ISCED 7) + 5 years of teaching experience

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	School/school cluster with 300 or less students enrolled	24 690	50 529	5 %
ISCED 1	School/school cluster with 300 or less students enrolled	24 690	50 529	5 %
ISCED 24	School/school cluster with 300 or less students enrolled	24 690	50 529	5 %
ISCED 34	School/school cluster with 300 or less students enrolled	24 690	50 529	5 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	School/school cluster with 1 500 or more students enrolled	32 190	57 129	43 %
ISCED 1	School/school cluster with 1 500 or more students enrolled	32 190	57 129	43 %
ISCED 24	School/school cluster with 1 500 or more students enrolled	32 190	57 129	43 %
ISCED 34	School/school cluster with 1 500 or more students enrolled	32 190	57 129	43 %

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Education Financial Management Institute and Directorate-General for Education and Science Statistics. Please see the 'Teacher's Career Statute':

<https://dre.pt/application/conteudo/542994>,

<https://dre.pt/application/conteudo/335228>,

<https://dre.pt/application/conteudo/491219>

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	42 609
ISCED 1	42 609
ISCED 24	42 609
ISCED 34	42 609

#### Source

Budget Execution Report of the Ministry of Education; Education Statistics.

#### Explanatory notes

Average annual gross salaries have been calculated on the basis of the salaries paid in May 2017.

As the same school/school cluster could teach programmes of various ISCED levels, the same value was considered to all ISCED levels.

## ROMANIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	7 913	9 249	9 607	12 297	74 %	40
ISCED 1	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	7 913	9 249	9 607	12 297	74 %	40
ISCED 24	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	7 913	9 249	9 607	12 297	100 %	40
ISCED 34	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	7 913	9 249	9 607	12 297	100 %	40
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							
	Authority level determining the statutory salaries in public schools	<i>Source</i> Law of National Education 1/2011, Law 80/2018 for approval of OUG 90/2017, art 39, Law 153/2018.					
ISCED 02	Central/State government or top level authorities	<i>Explanatory notes</i> -					
ISCED 1	Central/State government or top level authorities						
ISCED 24	Central/State government or top level authorities						
ISCED 34	Central/State government or top level authorities						

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	8 385	6 450	8 177	9 012	9 899	m	m
ISCED 1	8 583	6 370	8 401	9 631	9 930	m	m
ISCED 24	8 484	6 346	8 220	9 396	9 973	m	m
ISCED 34	8 552	6 260	8 242	9 533	10 173	m	m

*Source*Minister of Education, EduSAL [<https://edusal.edu.ro/>].*Explanatory notes*

The reported salaries correspond to the average gross annual salary of all teachers.

## ROMANIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education
ISCED 1	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education
ISCED 24	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education
ISCED 34	Master's degree (ISCED 6) in educational management plus teaching grade 2 + minimum 5 years of effective seniority in the field of education

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	15 532	16 584	100 %
ISCED 1	All schools	16 293	16 293	100 %
ISCED 24	All schools	16 370	17 538	100 %
ISCED 34	All schools	16 551	18 578	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Law of National Education 1/2011, Law 80/2018 for approval of OUG 90/2017, art 39, Law 153/2018.

GD no. 598/2018 for the approval of the Methodological Norms regarding the establishment of basic salaries for the didactic functions of the director and deputy director of the state pre-university education, as well as for the establishment of the categories of pre-university education units in the state where the auxiliary teaching positions of chief accountant and senior secretary, with S/M level of education, and the level of basic wages associated with them.

#### Explanatory notes

[Hotararea de Guvern nr. 598/ 2018 pentru aprobarea Normelor metodologice privind stabilirea salariilor de bază pentru funcțiile didactice de conducere de director și director adjunct din învățământul preuniversitar de stat, precum și pentru stabilirea categoriilor de unități de învățământ preuniversitar de stat în care se normează funcțiile de conducere didactice auxiliare de contabil-șef și secretar-șef, cu nivel de studii S/M, și nivelul salariilor de bază aferente acestora] [<http://legislatie.just.ro/Public/DetaliuDocument/203688>].

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

#### Source

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#### Explanatory notes

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## SLOVENIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6) in pre-school education, at least 5 months experience, and the state professional examination	18 161	21 597	26 299	30 401	100 %	25
ISCED 1	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	18 161	22 394	27 284	32 745	100 %	25
ISCED 24	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	18 161	22 394	27 284	32 745	100 %	25
ISCED 34	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	18 161	22 394	27 284	32 745	100 %	25
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02-34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

*Source*

Public Sector Salary System Act (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3328>),  
Collective agreement for public sector (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234>),  
Collective agreement for the education sector in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP19>),  
Collective Agreement for non-commercial activities in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP11>),

Organization and Financing of Education Act ([http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation\\_and\\_Financing\\_of\\_Education\\_Act\\_Oct\\_2016.pdf](http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation_and_Financing_of_Education_Act_Oct_2016.pdf)),  
Statistical Office of the Republic of Slovenia – SURS (<https://www.stat.si/StatWeb/en>); Information system for the transmission and analysis of salary data (ISPAP) of the Agency of the Republic of Slovenia for Public Legal Records and Related Services – AJPES (<https://www.ajpes.si/ispap/#>).

*Explanatory notes*

Statutory salaries are determined by the Public Sector Salary System Act and with the Collective Agreement for Public Sector and other regulations based on the Act and CA, which specify common salary bases of all employees in the public sector and also allowances and additional payments. There is a common salary scale with 65 salary grades. All posts are classified into salary grades. Teachers at ISCED levels 1 to 2 and teachers in general programmes at ISCED 34 level are classified on a salary scale from 30 to 43, while pre-school teachers (ISCED level 0) from 30 to 41 salary grade. Primary and lower secondary education (ISCED 1 and 2) consists in an integrated programme, and ISCED 01 and 02 as well.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	20 825	m	m	m	m	ISCED 02	m	
ISCED 1	24 597	18 054	23 970	27 027	27 102	ISCED 1	24 342	24 606
ISCED 24	25 260	18 351	23 814	27 006	27 306	ISCED 24	25 380	25 236
ISCED 34	26 598	18 228	24 639	27 795	28 449	ISCED 34	26 412	26 664

*Source*

Statistical Office of the Republic of Slovenia – SURS (<https://www.stat.si/StatWeb/en>); source of data on pre-primary teachers' salaries: Information system for the transmission and analysis of salary data (ISPAP) of the Agency of the Republic of Slovenia for Public Legal Records and Related Services – AJPES (<https://www.ajpes.si/ispap/#>).

*Explanatory notes*

Data on the average annual actual teachers' salaries refer to: ISCED 02 level – include pre-school teachers at ISCED 01 and 02 of all ages; ISCED 1 level – generalist (class) teachers; ISCED 2 level – subject specialist teachers; ISCED 34 level – general subjects teachers (in general and vocational upper secondary schools) and educators at residence halls for students.

Data on the average actual teachers' salaries (ISCED 1, 2, 34) is composed of a sum of 3 average monthly salaries received by teachers in 2016 (final data) and 9 average monthly salaries received in 2017 (provisional data). Data on the average actual teachers' salaries (ISCED 02) is composed of a sum of average salaries of teachers at ISCED 01 and 02 received in the school year 2016/17.

Data on the average annual actual teachers' salaries include additional payments and allowances except the annual holiday bonus, reimbursement for meals during work, reimbursement of travel expenses, long-service award (*jubilejna nagrada*).

## SLOVENIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

Minimum qualification to become a school head	
ISCED 02	Head teacher of a kindergarten has to meet the educational qualification requirements for teachers (ISCED 6) or counselling specialists (ISCED 7), with a minimum 5 years' work experience in education, and hold the title Councillor or Advisor or the title Mentor for at least 5 years, and have a headship licence (which is also possible to get in the first year after the appointment).
ISCED 1	Hold a second cycle study programme or equivalent (ISCED 7), meet other requirements for a teacher or counselling specialist at a basic school, a minimum 5 years' work experience in education, hold the title Councillor or Advisor or the title Mentor for at least 5 years and have a headship licence (which is also possible to get in the first year after the appointment).
ISCED 24	Hold a second cycle study programme or equivalent (ISCED 7), meet other requirements for a teacher or counselling specialist at a basic school, a minimum 5 years' work experience in education, hold the title Councillor or Advisor or the title Mentor for at least 5 years and have a headship licence (which is also possible to get in the first year after the appointment).
ISCED 34	Head teachers ( <i>ravnatelj</i> ) must have at least a second cycle study programme or equivalent (ISCED 7), meet other requirements for a teacher or counselling specialist at a general upper secondary school ( <i>gimnazija</i> ) with a minimum 5 years' work experience in education, hold the title Councillor or Advisor or the title Mentor for at least 5 years and have a headship licence. Directors must have at least a second cycle study programme or equivalent (ISCED 7), a minimum of 5 years work experience and a headship licence. The licence may be acquired during the first year after the appointment.

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Kindergartens (ISCED 01 & 02)	32 525	45 962	100 %
ISCED 1	Basic schools (ISCED 1 & 24)	32 875	45 962	100 %
ISCED 24	Basic schools (ISCED 1 & 24)	32 875	45 962	100 %
ISCED 34	Upper secondary general schools	32 024	50 778	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

Authority level determining the statutory salaries in public schools	
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

Public Sector Salary System Act (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3328>),  
 Collective agreement for public sector (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234>),  
 Collective agreement for the education sector in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP19>),  
 Collective Agreement for non-commercial activities in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP11>),  
 Organization and Financing of Education Act ([http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation\\_and\\_Financing\\_of\\_Education\\_Act\\_Oct\\_2016.pdf](http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation_and_Financing_of_Education_Act_Oct_2016.pdf))  
 Rules on the classification of posts of directors in education and sport into wage groups within wage group ranges (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=PRAV13353>).

#### Explanatory notes

At ISCED 1 and 24, data refer to school heads of basic schools that provide both educational levels.

There is only a salary scale (common to all public employees) with 65 salary grades. All posts are classified into salary grades. School heads are positioned within the scale as follows: from September to December 2017: ISCED 0, from 41 to 50; ISCED 1 and 2, from 42 to 50; ISCED 34, from 42 to 54. Since January 2018: ISCED 0, from 47 to 53; ISCED 1 and 2, from 47 to 53; ISCED 34, from 46 to 55. Positioning is determined by the number of classes, students, units, municipalities, the different educational programmes provided and the provision of specific classes (e.g. for special education needs or Roma children).

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	33 708
ISCED 1	34 823
ISCED 24	34 823
ISCED 34	36 198

#### Source

Information system for the transmission and analysis of salary data (ISPAP) of the Agency of the Republic of Slovenia for Public Legal Records and Related Services – AJPES (<https://www.ajpes.si/ispap/#>).

#### Explanatory notes

Data on the average actual school heads' salaries is composed of a sum of average salaries received in school year 2016/17. They include additional payments and allowances except the annual holiday bonus, reimbursement for meals during work, reimbursement of travel expenses, long-service award (*jubilejna nagrada*).

## SLOVAKIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Upper secondary vocational education (ISCED 354)	7 398	8 142	8 508	9 174	m	32
ISCED 1	Master's degree in pedagogy (ISCED 7)	8 280	9 942	11 634	12 546	m	32
ISCED 24	Master's degree in pedagogy (ISCED 7)	8 280	9 942	11 634	12 546	m	32
ISCED 34	Master's degree in pedagogy or a bachelor plus complementary qualification on teaching (ISCED 7)	8 280	9 942	11 634	12 546	m	32
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law No. 202/2017 on Salary scales for pedagogical staff and wage scales according to length of experience, Regulation No. 2017-12260/37642:1-50A0 <https://www.minedu.sk/data/att/12033.pdf>

Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	10 301	m	m	m	m	ISCED 02	m
ISCED 1	13 608	m	m	m	m	ISCED 1	m
ISCED 24	13 608	m	m	m	m	ISCED 24	m
ISCED 34	13 883	m	m	m	m	ISCED 34	m

Source

[http://www.cvtisr.sk/cvti-sr-vedecka-kniznica/informacie-o-skolstve/statistiky/casove-rady.html?page\\_id=9724](http://www.cvtisr.sk/cvti-sr-vedecka-kniznica/informacie-o-skolstve/statistiky/casove-rady.html?page_id=9724), No.21.

Explanatory notes

Data on actual salaries include both teachers and school heads. They are collected in statistical questionnaires by the Slovak Centre of Scientific and Technical Information.

## SLOVAKIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	ISCED 354 qualification level plus 5-year pedagogical experience at ISCED 02
ISCED 1	ISCED 760 qualification level plus 5-year pedagogical experience at ISCED 1
ISCED 24	ISCED 760 qualification level plus 5-year pedagogical experience at ISCED 24
ISCED 34	ISCED 760 qualification level plus 5-year pedagogical experience at ISCED 34

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Pre-primary public schools	9 516	15 558	100 %
ISCED 1	Primary public schools	12 132	19 392	100 %
ISCED 24	Secondary public schools	12 132	19 392	100 %
ISCED 34	Upper secondary public schools	12 132	19 674	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Law on the Remuneration of Employees in the Performance of Work No. 553/2003

<http://www.zakonypreludi.sk/zz/2003-553>

Law No. 202/2017 on Salary scales for pedagogical staff and wage scales according to length of experience, Regulation No. 2017-12260/37642:1-50A0

<https://www.minedu.sk/data/att/12033.pdf>

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64	Source
ISCED 02	m	-
ISCED 1	m	Explanatory notes
ISCED 24	m	-
ISCED 34	m	-

## FINLAND – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor-level qualification of kindergarten teacher/social services incl. studies in early education and socio-education ISCED 6 concurrent	28 433	30 917	31 126	31 126	90 %	10
ISCED 1	Masters-level qualification with education science as major ISCED 7 concurrent	32 115	37 427	39 941	42 337	99 %	20
ISCED 24	Masters-level qualification with teaching subject as major ISCED 7 concurrent or consecutive	34 684	40 421	43 136	45 724	96 %	20
ISCED 34	Masters-level qualification with teaching subject as major ISCED 7 concurrent or consecutive	36 779	44 472	46 564	49 358	91 %	20
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							
	Authority level determining the statutory salaries in public schools	<i>Source</i>					
ISCED 02	Collective agreement or other	Collective agreement for municipal personnel 2018-2019 <a href="https://www.kt.fi/sopimukset/kvtes/2018">https://www.kt.fi/sopimukset/kvtes/2018</a> and					
ISCED 1	Collective agreement or other	Collective agreement for education personnel 2018-2019 <a href="https://www.kt.fi/sopimukset/ovtes/2018">https://www.kt.fi/sopimukset/ovtes/2018</a>					
ISCED 24	Collective agreement or other	<i>Explanatory notes</i>					
ISCED 34	Collective agreement or other	-					

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	33 044	30 349	32 588	34 058	34 849	32 834	33 050
ISCED 1	44 269	37 609	42 622	47 421	47 937	46 444	43 560
ISCED 24	48 948	42 026	47 282	51 581	51 840	49 701	48 639
ISCED 34	55 245	46 145	53 016	57 709	57 840	56 103	54 845

*Source*

Statistics Finland.

*Explanatory notes*

Data from October 2016. Monthly actual salary with the holiday bonus which is 4-6 % of the salary. The data on pre-primary teachers includes the salary data of kindergarten teachers who are the majority of teachers at ISCED 02.

## FINLAND – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

Minimum qualification to become a school head	
ISCED 02	Kindergarten teacher qualification (ISCED 6) and leadership skills
ISCED 1	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.
ISCED 24	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.
ISCED 34	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public kindergartens	32 350	35 175	100 %
ISCED 1	Small schools (12-23 teachers)	45 508	55 563	64 %
ISCED 24	Small schools (less than 6 groups of 32 pupils)	47 009	57 396	3 %
ISCED 34	Public upper secondary schools	53 776	65 659	100 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1	Big schools (more than 31 teachers)	48 874	59 672	11 %
ISCED 24	Big schools (more than 20 groups of 32 pupils)	55 310	67 531	52 %
ISCED 34				

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Collective agreement for municipal personnel 2018-2019

<https://www.kt.fi/sopimukset/kvtes/2018> and

Collective agreement for education personnel 2018-2019

<https://www.kt.fi/sopimukset/ovtes/2018>

#### Explanatory notes

Data from October 2016. Monthly actual salary with the holiday bonus which is 4-6 % of the salary.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	41 172
ISCED 1	61 543
ISCED 24	70 709
ISCED 34	74 244

#### Source

Statistics Finland.

#### Explanatory notes

Data from October 2016. Monthly actual salary with the holiday bonus which is 4-6 % of the salary.

The data on pre-primary teachers includes the salary data of kindergarten teachers who are the majority of teachers at ISCED 02.

## SWEDEN – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher with pedagogical education for the pre-primary level (ISCED 5 qualification)	35 094	37 068	38 147	41 317	100 %	a
ISCED 1	Teacher with pedagogical education for grades 1-6 (ISCED 5 qualification)	35 678	40 241	41 609	47 727	100 %	a
ISCED 24	Teacher with pedagogical education for grades 7-9 (ISCED 5 qualification)	36 788	40 942	43 148	49 131	100 %	a
ISCED 34	Teacher with pedagogical education for the upper secondary level (ISCED 5 qualification)	37 221	42 405	43 282	50 084	100 %	a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02-34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Register of wage and salary structures and employment in the primary municipalities 2017 (*Lönstrukturstatistik, primärkommunal sektor för år 2017*). The register contains individual data from all municipalities in Sweden. All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis. <https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/lonstrukturstatistik/>

Register of teaching personnel 2017 (*Registret över pedagogisk personal för år 2017*) <https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/skolverkets-register-over-pedagogisk-personal-lararregistret/>

Register of personnel in pre-primary 2017 (*Registret över personal i förskola och pedagogisk omsorg för år 2017*). <https://www.scb.se/lamna-uppgifter/undersokningar/Forskola-och-annan-pedagogisk-verksamhet-barn-och-personal-per-15-oktober/>.

#### Explanatory notes

There are not statutory salaries. The reported salaries refer to actual salaries excluding bonuses and allowances for the calendar year 2017.

Starting teacher has been interpreted as teachers having worked for 1-2 years. The median value of these teachers' salaries are reported.

Top of salary scale has been interpreted as teachers belonging to the 90 percentile, which means that 10 % of teachers have higher or the same salary as the 90 percentile.

At ISCED 34, data also include salaries for ISCED 35, vocational education but excluding teachers teaching vocational subjects.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2017

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	36 082	33 866	35 629	36 709	37 348	35 770	36 103
ISCED 1	40 937	37 163	40 450	41 850	42 742	40 497	41 007
ISCED 24	42 414	38 639	42 121	43 166	43 450	42 385	42 427
ISCED 34	43 424	39 007	42 617	44 201	45 268	43 530	43 356

#### Source

Register of wage and salary structures and employment in the primary municipalities 2017 (*Lönstrukturstatistik, primärkommunal sektor för år 2017*). The register contains individual data from all municipalities in Sweden.

All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis

<https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/lonstrukturstatistik/>

Register of teaching personnel 2017 (*Registret över pedagogisk personal för år 2017*)

<https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/skolverkets-register-over-pedagogisk-personal-lararregistret/>

Register of personnel in pre-primary 2017 (*Registret över personal i förskola och pedagogisk omsorg för år 2017*).

<https://www.scb.se/lamna-uppgifter/undersokningar/Forskola-och-annan-pedagogisk-verksamhet-barn-och-personal-per-15-oktober/>.

#### Explanatory notes

Data on salaries are actual salaries based on data from Statistics Sweden (SCB). Actual teachers' salaries, not including bonuses and allowances.

The source for data is the Register of Teachers, managed by Statistics Sweden, combined with data on salaries also managed by Statistics Sweden.

At ISCED 34, data also include salaries for ISCED 35, vocational education but excluding teachers teaching vocational subjects.

## SWEDEN – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017

#### Minimum qualification to become a school head

ISCED 02	Successful completion of the Swedish National School Leadership Training Programme, which is a three-year programme totalling 30 ECTS. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 1	Successful completion of the Swedish National School Leadership Training Programme, which is a three-year programme totalling 30 ECTS. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 24	Successful completion of the Swedish National School Leadership Training Programme, which is a three-year programme totalling 30 ECTS. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 34	Successful completion of the Swedish National School Leadership Training Programme, which is a three-year programme totalling 30 ECTS. Teaching experience is generally taken into account but it is not a legal requirement.

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	56 793	67 847	a
ISCED 24	a	56 793	67 847	a
ISCED 34	a	59 612	69 602	a

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Register of wage and salary structures and employment in the primary municipalities 2017 (*Lönstrukturstatistik, primärkommunal sektor för år 2017*). The register contains individual data from all municipalities in Sweden. All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis.

Register of teaching personnel 2017 (*Registret över pedagogisk personal för år 2017*).

Register of personnel in pre-primary 2017 (*Registret över personal i förskola och pedagogisk omsorg för år 2017*).

#### Explanatory notes

There are not statutory salaries. Data on salaries are actual salaries based on data from Statistics Sweden (SCB). The source for data is the Register of Teachers, managed by Statistics Sweden, combined with data on salaries also managed by Statistics Sweden. Data from the two registers are combined using a personal code for each individual.

Starting/minimum salaries has been interpreted as school heads having worked for 1-2 years. The median value of these salaries are reported. Salaries at the top of the range/maximum salaries has been interpreted as school heads belonging to the 90 percentile, which means that 10 % of them have higher or the same salary as the 90 percentile.

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

	School heads aged 25-64
ISCED 02	52 869
ISCED 1	58 089
ISCED 24	58 089
ISCED 34	60 097

#### Source

Register of wage and salary structures and employment in the primary municipalities 2017 (*Lönstrukturstatistik, primärkommunal sektor för år 2017*).

The register contains individual data from all municipalities in Sweden.

All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis.

Register of teaching personnel 2017 (*Registret över pedagogisk personal för år 2017*).

Register of personnel in pre-primary 2017 (*Registret över personal i förskola och pedagogisk omsorg för år 2017*).

#### Explanatory notes

Data on salaries are actual salaries based on data from Statistics Sweden (SCB). Actual teachers' salaries, not including bonuses and allowances.

The source for data is the Register of Teachers, managed by Statistics Sweden, combined with data on salaries also managed by Statistics Sweden.

At ISCED 1 and 24, data on actual salaries of school heads refer to the same schools (both education levels together).

At ISCED 34, data also include salaries for ISCED 35, vocational education but excluding teachers teaching vocational subjects.

## UNITED KINGDOM (ENGLAND) – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	99 %	a
ISCED 1	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	99 %	a
ISCED 24	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	98 %	a
ISCED 34	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	98 %	a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

School Teachers' Pay and Conditions Document (STPCD) (2017):

<https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

#### Explanatory notes

The statutory salary ranges cover fully qualified teachers employed in maintained schools in England and Wales, excluding the London Area. The minimum salary is from the main pay range and the maximum salary from the upper pay range. The statutory pay ranges apply only to maintained schools, that is, local authority-maintained schools. The governing boards of

academies, which make up around three quarters of secondary schools and a quarter of primary schools, may choose to use these pay ranges or may choose to use their own pay ranges. The data for percentages of teachers paid on this range thus apply to the teachers paid on this pay framework, and do not represent a percentage of all teachers.

A significant proportion of provision of ISCED 02 is provided in settings other than schools. The statutory salary figures provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings.

Teachers of students at ISCED 34 are employed in both schools and further education colleges. The figures are only for teachers of pupils in schools and do not apply to further education colleges

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	37 195	34 107	39 741	40 718	42 282	36 296	37 370
ISCED 1	37 195	34 107	39 741	40 718	42 282	36 296	37 370
ISCED 24	42 036	37 342	45 023	45 524	46 457	42 747	41 554
ISCED 34	42 036	37 342	45 023	45 524	46 457	42 747	41 554

#### Source

Department for Education, Custom data extract, November 2018.

#### Explanatory notes

The population includes teachers paid on the unqualified teacher pay range who are following an employment-based route to *Qualified Teacher Status* (QTS), and teachers paid on the main, upper and leading practitioner pay ranges. All ranges apply to England and Wales, excluding the London Area.

## UNITED KINGDOM (ENGLAND) – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	There is no minimum qualification legally required to be a school head.
ISCED 1	There is no minimum qualification legally required to be a school head.
ISCED 24	There is no minimum qualification legally required to be a school head.
ISCED 34	There is no minimum qualification legally required to be a school head.

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	46 %
ISCED 1	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	46 %
ISCED 24	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	4 %
ISCED 34	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	4 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	4 %
ISCED 1	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	4 %
ISCED 24	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	70 %
ISCED 34	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	70 %

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

School Teachers' Pay and Conditions Document (STPCD) (2017): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

#### Explanatory notes

The statutory salary ranges cover full-time school heads employed in maintained schools paid on the headteacher pay ranges: Group 1-8: Executive headteachers, that is, headteachers who are responsible for more than one school, have been excluded. The statutory salary figures reported are for England and Wales, excluding the London Area.

The statutory pay ranges apply only to maintained schools, that is, local authority-maintained schools. The governing board for academies, which classify as publicly funded independent schools and make up around three quarters of secondary schools and a quarter of primary schools, may choose to use these pay ranges or may choose to use their own pay ranges. At ISCED 02, only nursery schools are included. At ISCED 34, data do not apply to further education colleges.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	68 680
ISCED 1	68 680
ISCED 24	100 295
ISCED 34	100 295

#### Source

Department for Education, Custom data extract, November 2018.

#### Explanatory notes

The population of headteachers covered by the actual salary figures includes full-time headteachers aged between 25 and 64 who are employed in maintained schools and academies. The population includes headteachers paid on the headteacher pay ranges Group 1-8. It includes headteachers paid on the pay ranges for England and Wales, excluding the London Area (one of the four sets of geographical pay ranges in the framework). Executive headteachers, that is, headteachers who are responsible for more than one school, have been excluded. At ISCED 02, only nursery schools are included. At ISCED 34, data do not apply to further education colleges.

**UNITED KINGDOM (WALES) – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	m	a
ISCED 1	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	m	a
ISCED 24	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	m	a
ISCED 34	Bachelor's Degree (ISCED 6) and Qualified Teacher Status (QTS): Concurrent or consecutive	25 903	a	43 667	43 667	m	a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

*Source*

School Teachers' Pay and Conditions Document (STPCD) (2017): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

*Explanatory notes*

The statutory salary ranges cover fully qualified teachers employed in maintained schools in England and Wales, excluding the London Area. The minimum salary is from the main pay range and the maximum salary from the upper pay range. The statutory pay ranges apply only to maintained schools, that is, local authority-maintained schools. A significant proportion of

provision of ISCED 02 is provided in settings other than schools. The statutory salary figures provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. Teachers of students at ISCED 34 are employed in both schools and further education colleges. The figures are only for teachers of pupils in schools and do not apply to further education colleges.

**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17**

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

*Source*

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*Explanatory notes*

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## UNITED KINGDOM (WALES) – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	National Professional Qualification for Headship (NPQH)
ISCED 1	National Professional Qualification for Headship (NPQH)
ISCED 24	National Professional Qualification for Headship (NPQH)
ISCED 34	National Professional Qualification for Headship (NPQH)

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	m
ISCED 1	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	m
ISCED 24	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	m
ISCED 34	Group 1 – the school has a total unit score of up to 1 000	50 349	66 987	m

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	m
ISCED 1	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	m
ISCED 24	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	m
ISCED 34	Group 8 – the school has a total unit score of 17 001 and over	86 431	123 618	m

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

School Teachers' Pay and Conditions Document (2017): <https://www.gov.uk/government/publications/school-teachers-pay-and-conditions>

#### Explanatory notes

The statutory salary ranges cover full-time school heads employed in maintained schools paid on the headteacher pay ranges: Group 1-8. At ISCED 02, only nursery schools are included. At ISCED 34, data do not apply to further education colleges.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

#### Source

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#### Explanatory notes

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## UNITED KINGDOM (NORTHERN IRELAND) – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI): Concurrent or consecutive	25 142	42 805	42 805	42 805	100 %	a
ISCED 1	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI): Concurrent or consecutive	25 142	42 805	42 805	42 805	100 %	a
ISCED 24	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI): Concurrent or consecutive	25 142	42 805	42 805	42 805	100 %	a
ISCED 34	Bachelor's Degree (ISCED 6) and registration with the General Teaching Council for Northern Ireland (GTCNI): Concurrent or consecutive	25 142	42 805	42 805	42 805	100 %	a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

#### Authority level determining the statutory salaries in public schools

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

#### Source

Department of Education, Teachers' Pay and Allowances Circular 2016/24 (2016): <https://www.education-ni.gov.uk/publications/circular-201624-teachers-pay-and-allowances-1-september-2016>

#### Explanatory notes

The statutory salary figures apply to classroom teachers paid as fully qualified teachers on the main and upper pay scales. The minimum salary figure refers to the minimum salary on the main pay scale and the maximum salary figure refers to the maximum salary on the upper pay

scale. A significant proportion of provision of ISCED 02 is provided in settings other than schools. The statutory salary figures provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. Teachers of students at ISCED 34 are employed in both schools and further education colleges; reported data do not apply to further education colleges.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	43 338	39 434	44 330	45 612	46 101	42 779	43 095
ISCED 1	43 338	39 434	44 330	45 612	46 101	42 779	43 095
ISCED 24	46 026	40 718	46 960	48 299	49 425	46 696	45 550
ISCED 34	46 026	40 718	46 960	48 299	49 425	46 696	45 550

#### Source

Department of Education, Custom data extract, November 2018.

#### Explanatory notes

The population of teachers covered by the actual salary figures includes full-time teachers aged 25-64 paid on the main and upper scales who are employed in grant-aided schools. A significant proportion of provision of ISCED 02 is provided in settings other than schools. The statutory salary figures provided apply only to teachers of pupils in nursery and primary schools and do not apply to other ISCED 02 settings. Teachers of students at ISCED 34 are employed in both schools and further education colleges; reported data do not apply to further education colleges.

## UNITED KINGDOM (NORTHERN IRELAND) – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	There is no minimum qualification legally required to be a school head.
ISCED 1	There is no minimum qualification legally required to be a school head.
ISCED 24	There is no minimum qualification legally required to be a school head.
ISCED 34	There is no minimum qualification legally required to be a school head.

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 1 – the school has a total unit score of up to 1 000	49 354	66 322	m
ISCED 1	Group 1 – the school has a total unit score of up to 1 000	49 354	66 322	m
ISCED 24	Group 1 – the school has a total unit score of up to 1 000	49 354	66 322	m
ISCED 34	Group 1 – the school has a total unit score of up to 1 000	49 354	66 322	m

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Group 8 – the school has a total unit score of 17 001 and over	84 726	122 393	m
ISCED 1	Group 8 – the school has a total unit score of 17 001 and over	84 726	122 393	m
ISCED 24	Group 8 – the school has a total unit score of 17 001 and over	84 726	122 393	m
ISCED 34	Group 8 – the school has a total unit score of 17 001 and over	84 726	122 393	m

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Department of Education, Teachers' Pay and Allowances Circular 2016/24 (2016):

<https://www.education-ni.gov.uk/publications/circular-201624-teachers-pay-and-allowances-1-september-2016>

#### Explanatory notes

The statutory salary ranges cover school heads (principals) employed in grant-aided schools paid on Groups 1-8 of the Principal Groups. At ISCED 02, only nursery schools are included. At ISCED 34, data do not apply to further education colleges.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	63 686
ISCED 1	63 686
ISCED 24	82 325
ISCED 34	82 325

#### Source

Department of Education, Custom data extract, November 2018.

#### Explanatory notes

The population of school heads covered by the actual salary figures includes full-time principals aged 25-64 paid on Groups 1 to 8 of the Principal Groups who are employed in grant-aided schools. At ISCED 02, only nursery schools are included. At ISCED 34, data do not apply to further education colleges.

**UNITED KINGDOM (SCOTLAND) – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6).	31 014	41 234	41 234	41 234	100 %	6
ISCED 1	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6).	31 014	41 234	41 234	41 234	100 %	6
ISCED 24	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6).	31 014	41 234	41 234	41 234	100 %	6
ISCED 34	Standard for Full Registration requires Bachelor's degree (ISCED 6) and Postgraduate teaching qualification (ISCED 7) or Bachelor's degree in education (ISCED 6).	31 014	41 234	41 234	41 234	100 %	6

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

	Authority level determining the statutory salaries in public schools
ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>).

Explanatory notes

Teachers' statutory salaries refer to the main grade scale. Pre-primary is interpreted as Early Learning and Childcare. Entry to the teaching profession is interpreted as having met the Standard for Full Registration, before which teachers will have met the Standard for Provisional Registration.

**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17**

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	38 103	m	m	m	m	m	m
ISCED 1	38 103	m	m	m	m	m	m
ISCED 24	38 103	m	m	m	m	m	m
ISCED 34	38 103	m	m	m	m	m	m

Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>).

Explanatory notes

Data refer to the average of the actual salaries of teachers regardless of age. Some teachers are outside the age range 25-64, particularly at the lower end of the age range.

## UNITED KINGDOM (SCOTLAND) – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).
ISCED 1	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).
ISCED 24	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).
ISCED 34	Headteachers must be fully qualified teachers and have previously gained the Standard for Full Registration (SFR).

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All ISCED 02 establishments	50 990	99 531	100 %
ISCED 1	All ISCED 1 schools	50 990	99 531	100 %
ISCED 24	All ISCED 24 schools	50 990	99 531	100 %
ISCED 34	All ISCED 34 schools	50 990	99 531	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>).

#### Explanatory notes

Statutory salaries of school heads refer to the Headteacher and Deputy Headteacher Spine.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	59 228
ISCED 1	59 228
ISCED 24	59 228
ISCED 34	59 228

#### Source

Scottish Negotiating Committee for Teachers (<http://www.snct.org.uk>).

#### Explanatory notes

Data refer to the average of the actual salaries of headteachers and deputy headteachers.

**ALBANIA – Teachers****ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18**

	<b>Minimum qualification to enter the teaching profession</b>	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree on teaching or its equivalent (ISCED 5) plus state exam	4 063	4 298	4 440	4 722	100 %	20
ISCED 1	Bachelor's degree in education or its equivalent (ISCED 6) plus state exam	4 790	5 090	5 269	5 629	100 %	20
ISCED 24	Bachelor's degree in education or its equivalent (ISCED 6) plus state exam	4 979	5 278	5 458	5 817	100 %	20
ISCED 34	Bachelor's degree in education or its equivalent (ISCED 6) plus state exam	5 261	5 560	5 740	6 099	100 %	20
	<b>Higher qualification held by the largest proportion of teachers</b>	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02						0 %	
ISCED 1						0 %	
ISCED 24						0 %	
ISCED 34						0 %	

	<b>Authority level determining the statutory salaries in public schools</b>
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Decision of Council of Ministers No.175 dated 8.3.2017  
<http://dap.gov.al/legjislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-pagat-e-punonjese-te-arsimit-parauniversitar-pdf>;  
 Regulation No 44, date 16.10.2014 and Regulation No.21 date 23.07.2010.

Explanatory notes

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**AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17**

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64
ISCED 02	a	a	a	a	
ISCED 1	a	a	a	a	a
ISCED 24	a	a	a	a	a
ISCED 34	a	a	a	a	a

	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	a	a
ISCED 1	a	a
ISCED 24	a	a
ISCED 34	a	a

Source

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Explanatory notes

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## ALBANIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 1	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 24	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 34	Bachelor's degree in education (ISCED 6) and 5-year teaching experience

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All kindergartens	4 462	4 961	100 %
ISCED 1	All schools	4 561	5 079	100 %
ISCED 24	All schools	4 776	5 275	100 %
ISCED 34	All schools	5 521	6 020	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Decision of Council of Ministers No.175 dated 8.3.2017

<http://dap.gov.al/legjislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-paqat-e-punonjesve-te-arsimit-parauniversitar-pdf>

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64	Source
ISCED 02	a	-
ISCED 1	a	Explanatory notes
ISCED 24	a	-
ISCED 34	a	-

## BOSNIA AND HERZEGOVINA – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 107	6 412	6 565	7 329	m	m
ISCED 1	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 514	6 840	7 003	7 820	m	m
ISCED 24	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 921	7 267	7 440	8 306	m	m
ISCED 34	Bachelor's degree in education (ISCED 6), internship and competitive examination	8 143	8 550	8 754	9 771	m	m
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	a	a	a	a	a	a	a
	Authority level determining the statutory salaries in public schools	<i>Source</i>					
ISCED 02	Collective agreement or other	Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level ( <i>Republika Srpska</i> and all 10 cantons plus <i>Brcko District</i> have their law on salaries and collective agreement).					
ISCED 1	Collective agreement or other	<i>Explanatory notes</i>					
ISCED 24	Collective agreement or other	An average estimate is calculated and reported on the basis of the available data.					
ISCED 34	Collective agreement or other						

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	7 329	m	m	m	m	ISCED 02	m
ISCED 1	7 736	m	m	m	m	ISCED 1	m
ISCED 24	8 143	m	m	m	m	ISCED 24	m
ISCED 34	8 957	m	m	m	m	ISCED 34	m

*Source*

Institute for statistics of *Republika Srpska* and Institute for Statistics of Federation of BiH.

*Explanatory notes*

Average of the actual salaries of teachers obtained from several sources.

## BOSNIA AND HERZEGOVINA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 1	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 24	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 34	Bachelor's degree (ISCED 6) and five years of service in education

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	6 514	7 820	m
ISCED 1	Up to 400 students	9 771	11 725	m
ISCED 24	Up to 400 students	9 771	11 725	m
ISCED 34	Up to 400 students	9 771	11 725	m

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Over 800 students	10 586	12 703	m
ISCED 24	Over 800 students	10 586	12 703	m
ISCED 34	Over 800 students	10 586	12 703	m

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	401 to 800 students	10 179	12 214	m
ISCED 24	401 to 800 students	10 179	12 214	m
ISCED 34	401 to 800 students	10 179	12 214	m

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level.

#### Explanatory notes

Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement. An average estimate is calculated and reported on the basis of the available data.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	9 771
ISCED 1	11 400
ISCED 24	11 400
ISCED 34	12 621

#### Source

Institute for statistics of Republika Srpska and Institute for Statistics of Federation of BiH.

#### Explanatory notes

Average of the actual salaries of school heads obtained from several sources.

## SWITZERLAND – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6)	64 747	80 857	m	98 407	m	25
ISCED 1	Bachelor's degree (ISCED 6)	69 067	85 993	m	105 127	m	25
ISCED 24	Master's degree (ISCED 7)	77 391	97 881	m	118 693	m	25
ISCED 34	Master's degree (ISCED 7)	87 201	112 016	m	133 672	m	24
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

#### Source

FSO: Labour cost structural statistics, Swiss Teacher Association LCH: Earnings statistics 2018.

#### Explanatory notes

Teacher compensations are determined by the 26 cantons at the regional level. Figures for the statutory salaries per grade are presented as weighted averages of the cantonal legal requirements. The differences between the cantons have to be interpreted in the context of their economic conditions, tax systems, living costs and wage levels.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

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

#### Source

Missing data, breakdown by level of education is not yet possible.

#### Explanatory notes

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## SWITZERLAND – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

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

#### Single or lowest salary range

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

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Missing data.

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

#### School heads aged 25-64

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

#### Source

Missing data.

#### Explanatory notes

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## ICELAND – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's of Education (ISCED 7)	45 254	50 137	52 805	52 805	m	15
ISCED 1	Master's of Education (ISCED 7)	46 427	51 310	53 977	53 977	m	15
ISCED 24	Master's of Education (ISCED 7)	46 427	51 310	53 977	53 977	m	15
ISCED 34	Master's of Education (ISCED 7)	45 214	50 899	55 984	58 589	m	m
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

**Authority level determining the statutory salaries in public schools**

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

Source

For ISCED 3: Collective agreement between Teachers Union and Ministry of Finance, 1 March 2014 – 31 October 2016, 1 November 2017 – 1 June 2018. ISCED 12: Collective agreement between Teachers Union and Icelandic Association of Local Authorities 1 May 2014 – 31 May 2016, 1 December 2016 – 30 November 2017, 1 December 2017 – 30 June 2019. ISCED 02: Collective agreement between Teachers Union and Icelandic Association of Local Authorities, 1 June 2014 – 33 May 2015, 1 June 2015 – 31 March 2019.

All documents relating to pay scale and conditions of compensation can be found at <http://ki.is> (only in Icelandic).

Explanatory notes

Data for ISCED levels 0, 1, 2 and 3 statutory salaries has been assembled by a panel of experts from the Teachers Union and Icelandic Association of Local Authorities in cooperation with the Ministry of Education. The statutory salary of teachers in ISCED3 is a combination of a general agreement on pay and a special agreement for each institution, an institutional framework for salaries; the data reported is an estimation based on a representative selection of a school and group of teachers.

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	46 595	40 683	45 320	48 995	49 605	a	46 571
ISCED 1	53 343	48 854	51 779	54 758	55 430	54 664	53 046
ISCED 24	53 343	48 854	51 779	54 758	55 430	54 664	53 046
ISCED 34	69 184	57 815	64 986	70 537	72 734	70 795	68 090

Source

Statistics Iceland, *Earnings for full-time employees by occupation and sex 2014-2017*: [http://px.hagstofa.is/pxen/pxweb/en/Samfelag/Samfelag\\_launogtekjur\\_1\\_laun\\_1\\_laun/VIN02001.px](http://px.hagstofa.is/pxen/pxweb/en/Samfelag/Samfelag_launogtekjur_1_laun_1_laun/VIN02001.px)

Explanatory notes

Data on salaries is from the Icelandic Survey on Wages, Earnings and Labour Costs that is a sample survey. Means are weighted means according to the survey design. Data on education are census data.

## ICELAND – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Teachers certificate and additional education and training in management
ISCED 1	Teachers certificate and additional education and training in management
ISCED 24	Teachers certificate and additional education and training in management
ISCED 34	Teachers certificate and additional education and training in management

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public pre-primary schools	57 284	82 823	100 %
ISCED 1	All public primary schools	58 366	121 569	100 %
ISCED 24	All public lower secondary schools	58 366	121 569	100 %
ISCED 34	All public upper-secondary schools (general programmes)	87 968	126 523	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Collective agreement between Union of School Heads and Icelandic Association of Local Authorities, 1 June 2014 – 31 May 2015, 1 June 2015 – 31 March 2019.

#### Explanatory notes

At ISCED 34, data refer to around 30 school heads of public upper secondary schools, which are run directly by central government.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	64 477
ISCED 1	72 867
ISCED 24	72 867
ISCED 34	101 493

#### Source

Statistics Iceland.

#### Explanatory notes

Data on salaries is from the Icelandic Survey on Wages, Earnings and Labour Costs that is a sample survey. Means are weighted means according to the survey design.

## LIECHTENSTEIN – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6)	66 939	a	a	108 623	m	a
ISCED 1	Bachelor's degree in education (ISCED 6)	73 016	a	a	118 494	m	a
ISCED 24	Master's degree in education (ISCED 7)	79 629	a	a	129 221	m	a
ISCED 34	Master's degree (ISCED 7) plus 60 ECTS (Higher Teaching Qualification)	86 235	a	a	139 957	m	a
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	Master + 60 ETCS (higher Teaching Qualification)	86 235	a	a	139 957	m	a
ISCED 34	a	a	a	a	a	a	a

**Authority level determining the statutory salaries in public schools**

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

Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr.: 1991.006, E: Law on civil servants salaries.

Besoldungsveordnung (BesV) vom 7/12/2004, LGBl-Nr: 2004.198, E: Ordinance on civil servants salaries.

Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr: 2004.004, E: Law on Teacher Service Conditions.

Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr: 2004.029, E: Ordinance on teacher service conditions.

Explanatory notes

The maximum amount is a theoretical value. Average salaries are all in the lower half of the salary range. As from 2008, only 12 % of increase is automatic due to age. The other part depends on parliamentary decisions in the framework of the overall state budget. In the past 10 years, following the financial crisis, only two salary rises were decided at very low rate (0.75 and 1) and not for all (performance dependent).

## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

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

Source

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Explanatory notes

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## LIECHTENSTEIN – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	a			
ISCED 1	Bachelor's degree (ISCED 6)	plus CPD for school management	Minimum 3 years teaching service	
ISCED 24	Master's degree (ISCED 7)	plus CPD for school management	Minimum 3 years teaching service	
ISCED 34	Master's degree (ISCED 7)	plus CPD for school management	plus 60 ECTS (higher Teaching Qualification)	Minimum 3 years teaching service

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Small size school	124 221	129 221	9 %
ISCED 24	Small size schools	131 570	139 957	78 %
ISCED 34	Medium size school	142 770	151 870	50 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Big size school	131 570	139 957	36 %
ISCED 24	Medium size school	134 526	139 957	22 %
ISCED 34	Big size school	150 363	163 602	50 %

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr: 1991.006, E: Law on civil servants salaries.

Besoldungsverordnung (BesV) vom 7/12/2004, LGBl-Nr: 2004.198, E: Ordinance on civil servants salaries.

Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr: 2004.004, E: Law on Teacher Service Conditions.

Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr: 2004.029, E: Ordinance on teacher service conditions.

#### Explanatory notes

With a reform of the ordinance on civil servants salary systems in June 2012, a new salary system for school heads was introduced in the context of a reform of schools management system 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 categories. 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 included in the reported salaries. The maximum amount is a theoretical value. Average salaries are all in the lower half of the salary scope.

Regarding the size of the school, the regulations only establish which schools are in which category. The size of the schools is indicative.

<https://www.llv.li/files/sa/schuelerstatistik-sj1718-.pdf>

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

#### School heads aged 25-64

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

#### Source

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#### Explanatory notes

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## MONTENEGRO – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 4 + induction phase (12 months) + professional exam	7 193	7 517	8 003	9 288	57 %	40
ISCED 1	ISCED 6 + induction phase (12 months) + professional exam	8 132	8 500	9 050	10 530	75 %	40
ISCED 24	ISCED 6 + induction phase (12 months) + professional exam	8 132	8 500	9 050	10 530	99 %	40
ISCED 34	ISCED 6 + induction phase (12 months) + professional exam	8 132	8 500	9 050	10 530	98 %	40
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6	8 132	8 500	9 050	10 530	43 %	40
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	a	a	a	a	a	a	a

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

This document is Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

#### Explanatory notes

A methodology is used which implies a starting coefficient set by the Collective Agreement plus allowances for years of service and holidays. This amount is multiplied by the accounting value of salary coefficient (90 EUR) + fixed amount of 63 which includes 1/12 of vacation allowance and meal allowance.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	9 641	8 854	9 520	9 785	10 405	9 641	9 641
ISCED 1	9 641	8 854	9 520	9 785	10 405	9 641	9 641
ISCED 24	9 641	8 854	9 520	9 785	10 405	9 641	9 641
ISCED 34	9 641	8 854	9 520	9 785	10 405	9 641	9 641

#### Source

This document is Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

#### Explanatory notes

Starting coefficient set by the Collective Agreement plus other allowances (allowance for homeroom teaching, acquired titles, work at several institutions and allowance for accumulated years of service). This amount is multiplied by the accounting value of salary coefficient (90 EUR) + fixed amount of 63 which includes 1/12 of vacation allowance and meal allowance.

## MONTENEGRO – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions
ISCED 1	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions
ISCED 24	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions
ISCED 34	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 150 pupils	9 698	12 139	14.29 %
ISCED 1	Less than 150 pupils	9 698	12 139	47.85 %
ISCED 24	Less than 150 pupils	9 698	12 139	48.00 %
ISCED 34	Less than 150 pupils	9 698	12 139	26.00 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 1 000 pupils	10 995	13 793	28.58 %
ISCED 1	More than 1 000 pupils	10 995	13 793	14.11 %
ISCED 24	More than 1 000 pupils	10 995	13 793	14.00 %
ISCED 34	More than 1 000 pupils	10 995	13 793	16.00 %

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Between 501 and 1 000 pupils	10 177	12 756	33.33 %
ISCED 1	a	a	a	a
ISCED 24	a	a	a	a
ISCED 34	Between 501 and 1 000 pupils	10 177	12 756	42 %

#### Authority level determining the statutory salaries in public schools

ISCED 02	Collective agreement or other
ISCED 1	Collective agreement or other
ISCED 24	Collective agreement or other
ISCED 34	Collective agreement or other

#### Source

This document is Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

#### Explanatory notes

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

	School heads aged 25-64
ISCED 02	12 985
ISCED 1	12 985
ISCED 24	12 985
ISCED 34	12 985

#### Source

This document is Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro concluded Branch Collective Agreement for the Field of Education on 12 February 2016.

#### Explanatory notes

Starting coefficient set by the Collective Agreement plus other allowances (allowance for homeroom teaching, acquired titles, work at several institutions and allowance for accumulated years of service). This amount is multiplied by accounting value of salary coefficient (90 EUR) + fixed amount of 63 which includes 1/12 of vacation allowance and meal allowance.

## NORTH MACEDONIA – Teachers

## ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED6, Faculty of Pedagogy	5 750	6 044	6 197	8 577	100 %	40
ISCED 1	ISCED6, Faculty of Pedagogy, probation period and pass a state exam	5 913	6 215	6 372	8 799	100 %	40
ISCED 24	ISCED6, Faculty of Pedagogy, probation period and pass a state exam	5 913	6 215	6 372	8 799	100 %	40
ISCED 34	ISCED6, Faculty of Pedagogy, probation period and pass a state exam	6 173	6 489	6 652	9 200	100 %	40
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							

	Authority level determining the statutory salaries in public schools
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law on Primary Education ('Official Gazette of the Republic of Macedonia' nos. 103/08, 33/10, 116/10, 156/10, 18/11, 42/11, 51/11, 6/12, 100/12, 24/13, 41/14, 116/14, 135/14, 10/15, 98/15, 145/15, 30/16, 127/16, 67/17 and 64/18); Law on Secondary Education ('Official Gazette of the Republic of Macedonia' nos.44/95, 24/96, 34/96, 35/97, 82/99, 29/02, 40/03, 42/03, 67/04, 55/05, 113/05, 35/06, 30/07, 49/07, 81/08, 92/08, 33/10, 116/10, 156/10, 18/11, 42/11, 51/11, 6/12, 100/12, 24/13, 41/14, 116/14, 135/14, 10/15, 98/15, 145/15, 30/16, 127/16, 67/17 and 64/18); Collective agreement for primary education ('Official Gazette of the Republic of Macedonia' nos. 24/09, 28/10 and 39/10); Collective agreement for secondary education

('Official Gazette of the Republic of Macedonia' nos. 24/09, 28/10 and 39/10).

Explanatory notes

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## AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2017/18

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

Source

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Explanatory notes

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## NORTH MACEDONIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	ISCED 6 plus certificate awarded upon completion of training and exam
ISCED 1	ISCED 6 plus certificate awarded upon completion of training and exam plus at least 5 years working experience
ISCED 24	ISCED 6 plus certificate awarded upon completion of training and exam plus at least 5 years working experience
ISCED 34	ISCED 6 plus certificate awarded upon completion of training and exam plus at least 5 years working experience

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public kindergarten or Centre for Early Development of Children	8 072	9 390	100 %
ISCED 1	Up to 16 classes	7 219	8 663	12 %
ISCED 24	Up to 16 classes	7 219	8 663	12 %
ISCED 34	Up to 29 classes	7 514	9 016	46 %

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	More than 36 classes	7 970	9 564	31 %
ISCED 24	More than 36 classes	7 970	9 564	31 %
ISCED 34	More than 50 classes	9 161	10 993	15 %

#### Most prevalent range (when neither of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	17-36 classes	7 729	9 275	58 %
ISCED 24	17-36 classes	7 729	9 275	58 %
ISCED 34	30-49 classes	8 340	10 008	39 %

#### Authority level determining the statutory salaries in public schools

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

#### Source

Ministry of Education and Science <http://www.mon.gov.mk/>: Law on Primary Education, Law on Secondary Education, Collective agreements on elementary school, Collective agreement on secondary school.

Primary, lower secondary and upper secondary schools at the beginning of the school year 2017/18 <http://www.stat.gov.mk/Publikacii/2.4.18.04.pdf>

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2018

	School heads aged 25-64
ISCED 02	
ISCED 1	5 314
ISCED 24	5 314
ISCED 34	5 734

#### Source

Primary, lower and upper secondary schools at the beginning of the school year 2017/18, <http://www.stat.gov.mk/Publikacii/2.4.18.04.pdf>

#### Explanatory notes

The data on primary, lower secondary and upper secondary education are a result of the regular annual surveys at the beginning of the school year. A school is any school unit, regardless of whether it is an independent school, a local school or a class section in another type of school. This survey includes all types of schools (primary, lower secondary and upper secondary schools, regular, special and adult schools). From an organisational point of view, the primary and lower secondary schools can be independent or schools composed of several local schools.

## NORWAY – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor degree (3 years) – ISCED 6	39 198	45 668	45 668	47 564	m	16
ISCED 1	Bachelor degree (4 years) – ISCED 6	43 324	48 909	48 909	50 742	41 %	16
ISCED 24	Bachelor degree (4 years) – ISCED 6	43 324	48 909	48 909	50 742	41 %	16
ISCED 34	Bachelor degree (4 years) – ISCED 6	43 324	48 909	48 909	50 742	13 %	16
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02						0 %	
ISCED 1	Bachelor degree (5 years) – ISCED 6	48 575	53 243	53 243	57 171	45 %	16
ISCED 24	Bachelor degree (5 years) – ISCED 6	48 575	53 243	53 243	57 171	45 %	16
ISCED 34	Master degree (6 years) – ISCED 7	52 712	58 244	58 244	64 465	44 %	16
	Authority level determining the statutory salaries in public schools	<i>Source</i>					
ISCED 02	Collective agreement or other	The collective agreement between The Norwegian Association of Local and Regional Authorities (KS) and the teachers unions: <a href="https://www.ks.no/globalassets/blokker-til-hvert-fagomrade/arbeidsqiver/tariff-lov--og-avtaleverk/hovedtariffavtalen_2016-2018.pdf">https://www.ks.no/globalassets/blokker-til-hvert-fagomrade/arbeidsqiver/tariff-lov--og-avtaleverk/hovedtariffavtalen_2016-2018.pdf</a>					
ISCED 1	Collective agreement or other	<i>Explanatory notes</i>					
ISCED 24	Collective agreement or other	-					
ISCED 34	Collective agreement or other						

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	49 086	45 799	49 959	51 226	52 006	47 971	49 186
ISCED 1	55 045	50 581	55 517	57 273	57 355	55 037	55 049
ISCED 24	55 045	50 581	55 517	57 273	57 355	55 037	55 049
ISCED 34	59 894	54 172	59 080	62 389	62 675	60 191	59 679

*Source*

A database named PAI owned by KS.

*Explanatory notes*

The municipalities submit information on actual wages to KS once a year. The reference date is 1 December each year. The municipalities shall state the salary earned in November and paid in December. The municipalities shall provide information on all of their employees, except employees with a very loose (volatile) employment. KS reviews the data and the municipalities must, if necessary, correct the data.

## NORWAY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Bachelor degree (3 years) – ISCED 6
ISCED 1	Bachelor degree (4 years) – ISCED 6
ISCED 24	Bachelor degree (4 years) – ISCED 6
ISCED 34	Bachelor degree (4 years) – ISCED 6

#### Single or lowest salary range

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

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

ISCED 02	Local authorities
ISCED 1	Local authorities
ISCED 24	Local authorities
ISCED 34	Local authorities

Source

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Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	58 557
ISCED 1	73 200
ISCED 24	73 200
ISCED 34	88 087

Source

A database named PAI owned by KS.

Explanatory notes

The municipalities submit information on actual wages to KS once a year. The reference date is 1 December each year. The municipalities state the salary earned in November and paid in December.

## SERBIA – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6)	5 619	5 844	5 956	6 518	m	40
ISCED 1	Master's degree (ISCED 7)	6 375	6 630	6 757	7 395	85 %	40
ISCED 24	Master's degree (ISCED 7)	6 375	6 630	6 757	7 395	85 %	40
ISCED 34	Master's degree (ISCED 7)	6 375	6 630	6 757	7 395	86 %	40
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	a	a	a	a	a	a	a

#### Authority level determining the statutory salaries in public schools

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

#### Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law).

#### Explanatory notes

There are no official data on statutory salaries, but only on net base starting salaries. The reported salaries are an estimation that adds up the employer's contribution to the social security and pension scheme. On the basis of these estimated gross starting salaries, the salaries of teachers with 10, 15 and 40 years are calculated taking into account official data on salary progression (i.e. 0.4 % per year).

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	m	m	m	m	m	ISCED 02	m	
ISCED 1	6 911	6 459	6 907	7 036	7 496	ISCED 1	6 929	6 909
ISCED 24	6 911	6 459	6 907	7 036	7 496	ISCED 24	6 929	6 909
ISCED 34	6 925	6 469	6 908	7 052	7 508	ISCED 34	6 925	6 922

#### Source

Ministry of Finance – Treasury Administration.

#### Explanatory notes

Data on actual salaries are estimates of the average monthly salary of teachers including allowances and additional payments multiplied by 12. Data for ISCED 1 and 24 refer to both education levels together. Since data on pre-primary teachers are collected on the local authorities level, there are no data for pre-primary teachers.

## SERBIA – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Bachelor's degree (ISCED 6) plus 10-year teaching experience
ISCED 1	Master's degree (ISCED 7) plus 8-year teaching experience
ISCED 24	Master's degree (ISCED 7) plus 8-year teaching experience
ISCED 34	Master's degree (ISCED 7) plus 8-year teaching experience

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	6 958	7 821	100 %
ISCED 1	a	7 895	8 896	100 %
ISCED 24	a	7 895	8 896	100 %
ISCED 34	a	7 895	8 896	100 %

#### Highest salary range

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

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law);

#### Explanatory notes

There are no official data on the statutory salaries, but only on net base starting salaries. However, it is known how much the contributions paid by the employer and the employee are – there are certain fixed coefficients and percentages, so it was possible to derive a formula for calculating the statutory salaries [gross = (net - 1 179) / 0.701]. Since there are official data on the ways this salary progresses with the years of service (0.4 % of the statutory base salary for each year), it was possible to calculate minimum (8 years of experience) and maximum (40 years of experience) salaries for heads. Final salaries include additional 20 % of the statutory base salary for school head allowance.

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

#### Source

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#### Explanatory notes

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## TURKEY – Teachers

### ANNUAL GROSS STATUTORY SALARIES OF TEACHERS, BY EXPERIENCE (EUR), 2017/18

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6) in the relevant field, obtained from a faculty of education	7 645	7 939	8 407	9 706	m	25
ISCED 1	Bachelor's degree (ISCED 6) in the relevant field, obtained from a faculty of education	7 645	7 939	8 407	9 706	m	25
ISCED 24	Bachelor's degree (ISCED 6) in the relevant field, obtained from a faculty of education	7 645	7 939	8 407	9 706	m	25
ISCED 34	Bachelor's degree (ISCED 6) in the relevant field, obtained from a faculty of education	7 645	7 939	8 407	9 706	m	25
	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% Teachers paid on this range	Average no. years to reach the top
ISCED 02							
ISCED 1							
ISCED 24							
ISCED 34							
	Authority level determining the statutory salaries in public schools	<i>Source</i> National statistics by the Ministry of National Education: <a href="http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270">http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270</a>					
ISCED 02	Central/State government or top level authorities	<i>Explanatory notes</i> -					
ISCED 1	Central/State government or top level authorities						
ISCED 24	Central/State government or top level authorities						
ISCED 34	Central/State government or top level authorities						

### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS, BY AGE AND SEX (EUR), 2016/17

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	6 847	m	m	m	m	m	m
ISCED 1	6 847	m	m	m	m	m	m
ISCED 24	6 847	m	m	m	m	m	m
ISCED 34	6 847	m	m	m	m	m	m

*Source*

National statistics by the Ministry of National Education: [http://sgb.meb.gov.tr/www/icerik\\_goruntule.php?KNO=270](http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270)

*Explanatory notes*

The average gross annual salary has been calculated as the average mean of the salaries paid to teachers with minimum and maximum year of service.

## TURKEY – School Heads

### ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (SH), BY TYPE OF SCHOOL (EUR), 2017/18

#### Minimum qualification to become a school head

ISCED 02	Being a fully qualified teacher in service for at least one year
ISCED 1	Being a fully qualified teacher in service for at least one year
ISCED 24	Being a fully qualified teacher in service for at least one year
ISCED 34	Being a fully qualified teacher in service for at least one year

#### Single or lowest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Pre-primary schools	7 802	9 706	100 %
ISCED 1	Primary schools	7 802	9 706	100 %
ISCED 24	Lower secondary schools	7 802	9 706	100 %
ISCED 34	All upper secondary schools except Anatolian science schools	7 802	9 706	m

#### Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02				
ISCED 1				
ISCED 24				
ISCED 34	School heads of Anatolian secondary schools, science schools	7 844	9 766	m

#### Most prevalent range (when neither of the above)

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

#### Authority level determining the statutory salaries in public schools

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

#### Source

National Statistics by the Ministry of National Education: [http://sgb.meb.gov.tr/www/icerik\\_goruntule.php?KNO=270](http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270)

#### Explanatory notes

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### AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR), 2016/17

	School heads aged 25-64
ISCED 02	7 802
ISCED 1	7 802
ISCED 24	7 802
ISCED 34	7 802

#### Source

National statistics by the Ministry of National Education: [http://sgb.meb.gov.tr/www/icerik\\_goruntule.php?KNO=270](http://sgb.meb.gov.tr/www/icerik_goruntule.php?KNO=270)

#### Explanatory notes

The average gross annual salary has been calculated as the average mean of the salaries paid to school heads with minimum and maximum year of service.



**Teachers' and  
School Heads'  
Allowances**



## BELGIUM – FRENCH COMMUNITY– Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

TEACHERS				SCHOOL HEADS		
A	B	Explanatory notes	A	B	Explanatory notes	
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A1	B1	At all levels, teachers can be required to teach 1 or 2 hours (lessons) more than is required by a full-time contract (20-28 teaching hours) and are not remunerated. Additional/extra teaching hours are very rare (about 0.0035 % of the total number of hours). However, they are paid at the minimum salary scale. They do not entitle to holiday benefits nor to thirteen month benefits.	a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	A1	B3	Teachers who supervise and support a student teacher during an internship can receive an amount varying accordingly to the level in which the training student is doing his trainee: €2.61/period (of 50 minutes) if the student does his trainee at ISCED 02, 1 or 2, with a maximum of 40 days per year and per teacher. €3.86/period (of 50 minutes) if the student does his trainee at ISCED 3, with a maximum of 160 days per year and per teacher.	a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/ induction programmes	a	a		a	a	
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A1	B4	Teachers at ISCED 02, 1 and 24 who, in addition to the minimum qualification (bachelor), hold a master's degree in education are paid at scale 501 (which is the most prevalent scale at ISCED 34) instead of the scale 301. At the beginning of their career, they are paid €38 247.49 instead of €30 744.29 (scale 301).	a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other		a			a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

**BELGIUM – GERMAN-SPEAKING COMMUNITY – Allowances****A. Authority level determining entitlement criteria and amounts**

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

**B. Type of financial compensation**

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a	Coordinating tasks at all levels are usually compensated by a reduction in teaching time (varies from several hours to fulltime exemption). In secondary schools, teachers can become middle managers (half-time coordinating teachers). Their teaching time is reduced and they receive a monthly salary supplement (+/-€318 gross).	a	a	
Teaching extra classes or working overtime	A1	B1	At all levels, teachers can be required to teach 1 or 2 hours (lessons) more than is required by a full-time contract (20-28 teaching hours) and are not remunerated. Any additional 'extra hours' are paid depending on the statutory status of the teacher.	a	a	
Student counselling	a	a	Secondary schools often organize career counselling. The responsible teacher gets a reduction in teaching time or becomes a counsellor when his/her teaching time is reduced at the end of his/her career (age 55 and older). Supervisory tasks are part of kindergarten and primary teachers' duties without additional compensation. In secondary schools, educators are responsible for supervisory tasks. Most prevention programmes are led by psycho-social services.	a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	A1	B2	Teachers and schools in BE de, who supervise and support a student teacher during an internship receive a yearly supplement depending on the number of hours the student teacher spends in the school and depending on the academic year the student teacher is completing (+/-€4-€15/hour). Other teachers take care of younger colleagues (pedagogical and counselling tasks) when their teaching time at the end of their career is reduced (by 25 %).	a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/induction programmes	a	a	Some teachers work as mentors at the end of their career (age 55 or older) when they opt for a reduction in teaching time (by 25 %). Mentoring of new kindergarten and primary school teachers is organised by a local university through peer counselling in groups led by lecturers.	a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A1	B4	Bachelor degree is required for pre-primary, primary and lower secondary school teachers. If these teachers complete in addition a master degree, they will receive a salary that is defined for upper secondary school teachers for whom master degree is required.	a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## BELGIUM – FLEMISH COMMUNITY – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		A1	B2	Min €691.3764 per month and max €967.9252 per month
Teaching extra classes or working overtime	A1	B1	Maximum – 140 % of the basic salary	a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/induction programmes	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A1	B2	Different fixed amounts according to different qualifications: min €44.78855 per month; max €134.3866 per month	A1	B2	Different fixed amounts according to different qualifications: min €44.78855 per month; max €134.3866 per month. School heads that get the qualification from 1 September 2010 on do not get the allowances anymore.
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## BULGARIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

TEACHERS			SCHOOL HEADS			
A	B	Explanatory notes	A	B	Explanatory notes	
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A6	B3	There are established exact amounts per hour depending on the education of the teacher – higher or secondary education and the qualification (BGN 6.00, BGN 4.80, BGN 4.20).	a	Bn	For organising and monitor teachers' CPD.
Teaching extra classes or working overtime	A6	B3	Minimum BGN 50 per month for a period up to 1 year	A1	B3	It is set in the Rules for defining the work salaries of the school heads, issued by the Minister of Education and Science. In the Collective agreement, the exact amounts are established per hour (BGN 6.00).
Student counselling	A1	B3	It is one of the assessment criteria to grant the allowance for outstanding performance explained below.	a	a	
Running extra-curricular activities	A1	B3	It is one of the assessment criteria to grant the allowance for outstanding performance explained below.	a	a	
Providing support or training for other teachers	A1	B3	For organising and keeping the obligatory documentation, consulting parents and pupils, for class teachers depending on the activity – minimum BGN 30, min BGN 50 monthly.	a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/ induction programmes	a	a		a	a	
Other	A6	B3	Participation in evaluation/assessment at Pupils Olympiads, other competitions and national external evaluation is paid as overtime.	A1	B3	For organising and monitoring national external evaluation between BGN 50-500.
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A6	B2	For teaching a subject in foreign language – minimum BGN 21; for PhD degree BGN 120-150	A6	B2	For teaching a subject in foreign language – minimum BGN 21
Successful completion of CPD	A6	B2	As a whole, the right is set in the Act and the Ordinance, which are on State government level authorities but in the Collective agreement, the exact amounts are established – between BGN 20-80 depending on the level of the professional qualification.	A1	B2	In the Rules for defining the work salaries of the school heads, issued by the Minister of Education and Science is established highest amount of BGN 100 for the highest professional qualification – 1 level.
Outstanding performance	a	a		a	a	
Other		a			a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A6	B3	For working with pupils with special educational needs – BGN 20.	A6	B3	For working with pupils with special educational needs – BGN 20. Otherwise there is a separate scale for basic statutory salary for heads of special schools.
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## CZECHIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A5	B1	Leadership of other employees set in a percentage of the highest salary steps in the given category: 5-50 % according to the level of leadership. School head sets the criteria for assigning the exact amount.	A5	B1	Leadership of other employees set in a percentage of the highest salary steps in the given category: 5-60 % according to the level of leadership.
Teaching extra classes or working overtime	A1	B1	An allowance for direct teaching above a specified range for teachers is equal to a double of the hourly average earnings for every hour of direct teaching. Overtime pay for work above the statutory weekly working hours is at least 25 % of the hourly average earnings.	A1	B1	Overtime pay for work above the statutory weekly working hours is at least 25 % of the hourly average earnings.
Student counselling	A5	B2	School prevention specialist – further qualifications is required – CZK 1 000-2 000 monthly. School head decides on the exact amount. School advisor performing the specialised methodical activity and more complicated counselling activities – further qualification is required. The position allows to progress from 12 to 13 salary range. The extent of weekly direct teaching activity of teachers who perform the function of a school adviser is reduced by 1-5 lessons a week, depending on the school size.	A5	B2	School prevention specialist – further qualifications is required. CZK 1 000-2 000 monthly. School advisor performing the specialised methodical activity and more complicated counselling activities – further qualification is required. The position allows to progress from 12 to 13 salary range. The extent of weekly direct teaching activity of teachers who perform the function of a school adviser is reduced by 1-5 lessons a week, depending on the school size.
Running extra-curricular activities	A5	B1	Individual allowance, up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given range. Individual allowance may be granted as appreciation of long-term achievement of very good work results or fulfilment of a larger range of work tasks than other employees. Performance is evaluated by school head. School head decides on the exact amount.	A5	B1	Individual allowance, up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given range. Individual allowance may be granted as appreciation of long-term achievement of very good work results or fulfilment of a larger range of work tasks than other employees. Performance is evaluated by school head.
Providing support or training for other teachers	A5	B1	Individual allowance (see above)	A5	B1	Individual allowance (see above)
Form teacher/tutor responsibilities	A5	B2	Allowance for a 'class teacher': CZK 400-1 300 monthly. School head sets the criteria for assigning the exact amount.	A5	B2	Allowance for a 'class teacher': CZK 400-1 300 monthly.
Supporting mentoring/induction programmes	A5	B1	Individual allowance (see above)	A5	B1	Individual allowance (see above)
Other	A5	B3	Remuneration for the successful completion of an extraordinary or exceptionally important work task. School head decides on the exact amount.	A5	B3	Remuneration for the successful completion of an extraordinary or exceptionally important work task.

**CZECHIA – Allowances (continued)**

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A5	B1	Individual allowance, up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given range. Individual allowance may be granted as appreciation of long-term achievement of very good work results or fulfilment of a larger range of work tasks than other employees. Performance is evaluated by the school head. The school head decides on the exact amount.	A5	B1	Individual allowance, up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given range. Individual allowance may be granted as appreciation of long-term achievement of very good work results or fulfilment of a larger range of work tasks than other employees. Performance is evaluated by the school head.
Other	A1	B1	Specialised methodological activity in pedagogy and psychology which requires further qualification – study for school advisors. The position allows to progress from 12 to 13 salary range. The extent of weekly direct teaching activity of teachers who perform the function of a school adviser is reduced by 1-5 lessons a week, depending on the school size.	A1	B1	Specialized methodological activity in pedagogy and psychology which requires further qualification – study for school advisors. The position allows to progress from 12 to 13 salary range. The extent of weekly direct teaching activity of school heads who perform the function of a school adviser is reduced by 1-5 lessons a week, depending on the school size.
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A5	B2	Teachers working in classes with pupils of different age: CZK 600-2 500 monthly. The school head sets the criteria for assigning the exact amount.	a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a	No allowances are paid on the basis of family status only. In case of bad socio-economic situation, the teacher (as any other) can apply for children's benefits.	a	a	No allowances are paid on the basis of family status only. In case of bad socio-economic situation, the teacher (as any other) can apply for children's benefits.

## DENMARK – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A6	B2	The highest ranked management posts, where teachers participate in management, i.e. deputy school leader or head of department, are compensated with additional pay and regulated by collective agreements. A larger number of teachers with subordinate management tasks such as project managers, managers of professional groups will typically be compensated with time reduction and/or additional payment. Decision on this is typically taken at the local school level by the school leader.	A4	B3	m
Teaching extra classes or working overtime	A6	B2	Primary and lower secondary DKK 119.62 extra per hour. Upper secondary (ISCED 3) general: payment of additional work takes place at an hourly rate calculated as the current annual gross salary divided by 1 924 plus 50 %. 1 924 is the annual working hours including vacation.	A4	B3	m
Student counselling	A4	m	Not regulated. Decision on this is typically taken at the local school level by the school leader.	A4	m	m
Running extra-curricular activities	A4	m	Not regulated. Decision on this is typically taken at the local school level by the school leader.	A4	m	m
Providing support or training for other teachers	A4	B2	Compensation for support to other teachers are not regulated but decided at local level. The compensation for this can be extra payments and/or reduction in teaching time. The most correct answer on the question should be: (2) Regular additional payments and (a) not applicable – because it is a reduction in teaching time. When only one possible answer: (a) Regular additional payments.	A4	m	m
Form teacher/tutor responsibilities	A4	m	Not regulated. Decision on this is typically taken at the local school level by the school leader.	A4	m	m
Supporting mentoring/induction programmes	A4	m	Not regulated. Decision on this is typically taken at the local school level by the school leader.	A4	m	m
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A4	B3	Not regulated. Decision on this typically is taken at the local school level by the school leader.	A4	B3	m
Successful completion of CPD	A4	B3	Not regulated. Decision on this typically is taken at the local school level by the school leader.	A4	B3	m
Outstanding performance	A4	B3	Not regulated. Decision on this typically is taken at the local school level by the school leader.	A4	B3	m
Other						
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A6	m	Not regulated. Decision on this is typically taken at the local school level by the school leader.	A3	m	m
Working in disadvantaged, remote or high-cost areas	A6	B2	The payroll for teachers gives a little higher salary in high-cost areas, but not much. In order to attract teachers to areas where it is difficult to attract teachers, a higher salary is often paid. Decisions about this are taken locally.	A3	m	m
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## GERMANY – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		m	m	m
Teaching extra classes or working overtime	a	a		m	m	m
Student counselling	a	a		m	m	m
Running extra-curricular activities	a	a		m	m	m
Providing support or training for other teachers	a	a		m	m	m
Form teacher/tutor responsibilities	a	a		m	m	m
Supporting mentoring/induction programmes	a	a		m	m	m
Other	a	a		m	m	m
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		m	m	m
Successful completion of CPD	a	a		m	m	m
Outstanding performance	a	a		m	m	m
Other	a	a		m	m	m
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		m	m	m
Working in disadvantaged, remote or high-cost areas	a	a		m	m	m
Accommodation allowance (not location related)	a	a		m	m	m
Family status	A1	B2	The family allowance varies according to the salary group and the family circumstances of the civil servant. Level 1 relates to the family situation of the civil servant, while levels 2 and above relate to the number of children he or she has. The family allowance also varies across the <i>Länder</i> .	m	m	m

## ESTONIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

TEACHERS				SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A4	B1	These answers are based on common practice, information is gathered from fiscal and general education department.	A3	m	
Teaching extra classes or working overtime	A4	B3	These answers are based on common practice, information is gathered from fiscal and general education department.	A3	m	
Student counselling	A4	B1	These answers are based on common practice, information is gathered from fiscal and general education department.	A3	m	
Running extra-curricular activities	A4	B3	These answers are based on common practice, information is gathered from fiscal and general education department.	A3	m	
Providing support or training for other teachers	A4	B3	These answers are based on common practice, information is gathered from fiscal and general education department.	A3	m	
Form teacher/tutor responsibilities	A4	B1	It is within the total working time. For the performance of class teacher duties, the base salary increases or an additional payment is granted.	A3	m	
Supporting mentoring/ induction programmes	A4	B1	It is within the total working time; being a class teacher makes the base salary higher or it is paid as an additional payment.	A3	m	
Other	a	a		A3	m	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		A3	m	
Successful completion of CPD	a	a		A3	m	
Outstanding performance	A5	B3	Teachers may get rewarded at local and school level. At national level, teachers awarded in the event <i>Aasta õpetaja</i> gala (The teacher of the year) get a financial reward.	A3	m	
Other	a	a		A3	m	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B4	These answers are based on common practice, information is gathered from fiscal and general education department; exception – for ISCED 02, the authority level which decides on the entitlement of teaching students with special educational needs is the local authority.	A3	m	
Working in disadvantaged, remote or high-cost areas	a	a		A3	m	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## IRELAND – Allowances

## A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

## B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B2	At ISCED 1, the management allowance for deputy principals with teaching duties in schools with up to 24 teachers ranges from €3 769 to €13 051, while the allowance for deputy principals without teaching duties in larger schools ranges from €14 630 to €18 966. At ISCED 24 and ISCED 34, the allowance for Deputy Principal Teachers with teaching duties in schools with 1-400 students ranges from €3 769 to €15 878. The allowance of Deputy principals in schools of more than 400 students, who typically do not have teaching duties, ranges from €17 088 to €27 217. There is a set allowance of €8 520 and €3 769 respectively for assistant principal and special duties teachers at ISCED 1, ISCED 24 and ISCED 34 who have a full complement of teaching duties.	a	a	
Teaching extra classes or working overtime	a	a		a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/ induction programmes	a	a		a	a	
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A1	B2	'Regular additional payment' is recorded as the majority (over 80 %) of teachers currently in the teaching profession at all levels entered the system prior to 2011 when specific qualification allowances were paid to teachers. All teachers entering teaching from the start of 2011 (20 % and 18 % of the primary and post-primary teacher cohort respectively) are not paid specific qualification allowances.	A1	B2	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other		a			a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B3	Hourly rate of €37.29 is paid to teachers who work in the July provision for children with autism at ISCED 1; hourly rate of €44.84 is paid to teachers who work in the July provision at ISCED 24 and ISCED 34.	A1	B3	Coordinating provision in July for pupils/students with autism. The allowance varies in accordance with their principal's allowance.
Working in disadvantaged, remote or high-cost areas	A1	B2	For teachers at ISCED 1, ISCED 24 and ISCED 34 who started teaching prior to 2011, the annual allowance for teaching in an island school is €1 842, the allowance for teaching in an Irish speaking area ( <i>Gaeltacht</i> ) is €3 063, and the allowance for teaching through Irish in an Irish-medium school outside of the <i>Gaeltacht</i> is €1 583.	A1	B2	For principals, at ISCED 1, ISCED 24 and ISCED 34 who started teaching prior to 2011, the allowance for teaching in an island school is €1 842, the allowance for teaching in an Irish speaking area ( <i>Gaeltacht</i> ) is €3 063, and the allowance for teaching through Irish in an all Irish school outside of the <i>Gaeltacht</i> is €1 583.
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## GREECE – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A1	B3	€10 gross per extra teaching hour, and it must not be for more than 20 hours per month.	a	a	
Student counselling	a	Bn		a	Bn	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	Bn	Public school teachers who are appointed school counsellors receive an annual allowance of €300 gross per month. When teachers are appointed as school counsellors they do not teach students. When a teacher teaches in seminars or in training programmes, s/he receives an additional amount of money.	a	Bn	School heads have the duty to support other teachers including new teachers and substitute teachers, but they do not receive an allowance for this task (G.G. 1340/B/16-10-2002 Art. 28 par. ia and Art. 29 par. 12, 13).
Form teacher/tutor responsibilities	a	Bn		a	a	
Supporting mentoring/induction programmes	a	Bn	It is a teacher's responsibility to co-operate with students training to be teachers and teachers participating in in-service training programmes in order to conduct teaching sessions in his/her classroom that will be viewed for training purposes or to arrange teaching sessions in his/her classroom for the participants of training programmes to teach (G.G. 1340/B/16-10-2002 Art. 36 par. 8).	a	Bn	School heads have the duty to take up initiatives in collaboration with school counsellors for supporting new teachers and organising in-service training seminars for teachers of their school, but they do not receive an allowance for these duties (G.G. 1340/B/16-10-2002 Art. 30 par. 3, par. 1).
Other	a	Bn	A school's teachers' board has a variety of responsibilities in school administration (e.g. programming educational activities, school evaluation, safeguarding student health and safety, spotting needs for further teacher training and proposing to school counsellors topics of training programmes for serving teachers). All teachers serving in a school including part-time teachers are members of the school's association and have to take part in its meetings. The school's head is the chairperson of the school's teachers' board. (G.G. 1340/B/16-10-2002 Articles 37, 38, 39). It is a teacher's task to offer administrative/clerical work and work related to the function of a school on top of teaching (G.G. 1340/B/16-10-2002 Art. 36, par. 7), however the performance of these tasks is not compensated by an allowance.	a	Bn	School heads have additional duties relating to the school board, the school counsellors, the head of the Education Directorate, the school community, the school committee, the students' parents and guardians, and citizens, but these duties are not compensated by allowances (G.G. 1340/B/16-10-2002 Articles 29, 30, 31, and 32).

**GREECE – Allowances (continued)**

TEACHERS				SCHOOL HEADS			
	A	B	Explanatory notes	A	B	Explanatory notes	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>							
Further formal qualifications	A1	B4	The initial educational qualification is a Bachelor's degree, the possession of a relevant Master's or Phd degree is considered as additional years of experience as a teacher. The recognised additional years of service result in a higher salary grade according to Law 4354/2015.	A1	B4	The initial educational qualification is a Bachelor's degree, the possession of a relevant Master's or Phd degree is considered as additional years of experience as a teacher. The recognised additional years of service result in a higher salary grade according to Law 4354/2015.	
Successful completion of CPD	a	a		a	a		
Outstanding performance	a	a		a	a		
Other		a			a		
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>							
Having SEN students in mainstream classes/schools	a	Bn		a	a		
Working in disadvantaged, remote or high-cost areas	A1	B2	The allowance for serving in a disadvantaged or borderline region is €100 gross per month.	A1	B2	The allowance for serving in a disadvantaged or borderline region is €100 gross per month.	
Accommodation allowance (not location related)	a	a		a	a		
Family status	A1	B2	The family allowance received by all civil servants including teachers is €50 gross per month for one dependent child, €70 gross per month for two dependent children, €120 gross per month for three dependent children, €170 gross per month for four dependent children and for more than four children €70 for each child above the four children (e.g. €240 gross per month for five dependent children).	A1	B2	The family allowance received by all civil servants including school heads is €50 gross per month for one dependent child, €70 gross per month for two dependent children, €120 gross per month for three dependent children, €170 gross per month for four dependent children and for more than four children €70 for each child above the four children (e.g. €240 gross per month for five dependent children).	

## SPAIN – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B2	Complementary salary (fixed amounts) for school government ownership responsibilities such as head teacher, deputy head teacher, secretary, head of department, but also additional responsibilities at school level (e. g. coordination of bilingual programs, bilingual teaching, school library, etc.). In some Autonomous Communities, responsibilities related to coordinate or manage ICT or bilingual program, or participating in the management of the library are compensated with teaching time reductions instead of allowances. Teachers can receive a productivity complement in their salaries for extraordinary services such as the elaboration of normative proposals, curriculum development, testing and evaluation materials.	a	a	
Teaching extra classes or working overtime	A1	B2	Fixed amounts for teachers that work extra time (in the evening) on different activities such as reinforce/support classes, health programs, compulsory training courses outside working hours, etc.	a	a	
Student counselling	A1	B2	Fixed amounts for teachers working extra time for activities aimed at improving school life.	a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	A1	B2	Fixed amounts for teachers with class tutoring responsibilities.	a	a	
Supporting mentoring/induction programmes	a	a		a	a	
Other	A1		Fixed amounts for teachers that support in school transport and educational attention to students in the school canteen (e.g. caring children in the school transport and during the school meals).	a	a	

## SPAIN – Allowances (continued)

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	A1	B3	Fixed amounts as extra-salary supplement, every five-six year periods, for teachers who have done at least a minimum number of hours of recognised Continuous Professional Development (CDP) activities ( <i>sexenios</i> , as term use in Spanish). This supplement varies from period to period (a maximum of five periods) and may be different according to the educational level. To receive this supplement, teachers apply for and accredited the relevant requirements.	A1	B2	Fixed amounts as extra-salary supplement, every five-six year periods, for teachers who have done at least a minimum number of hours of recognised lifelong learning activities as Continuous Professional Development (CDP). This supplement varies from period to period (a maximum of five periods) and may be different according to the educational level. To receive this supplement, teachers apply for and accredited the relevant requirements.
Outstanding performance	a	a		A1	B2	Fixed amounts. School heads are assessed at the end of their term of office. Those who have a positive assessment, have a personal and professional recognition, and also an economic recognition consisting of part of the school heads' allowance (depending on the number of years they have been school heads) for the rest of their active life. The Autonomous Communities regulate the performance evaluation of the directors of the schools. In general, this evaluation is aimed at analysing the development of the management tasks. This evaluation has as referent the competences and tasks that the legislation attributes for this position.
Other		a			B2	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	A1	B2	Fixed amounts. Geographical location refers to the Autonomous Communities of Canarias and Illes Balears, the Cities of Ceuta and Melilla, the Spanish schools abroad as well as to some areas with a specific dialect. They consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.	A1	B2	Head teachers receive a specific amount depending on the type of school and the number of registered students enrolled each year. Geographical location refers to the Autonomous Communities of Canarias and Illes Balears, the Cities of Ceuta and Melilla, the Spanish schools abroad as well as to some areas with a specific dialect. Fixed amounts (they may be different for each level of education) that consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## FRANCE – Allowances

### A. Authority level determining entitlement criteria and amounts

- A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

- B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

All the allowances and additional payments apply to teachers with the minimum qualification.  
 In addition to these allowances, teachers receive a bonus of 1 500 € (paid in two instalments) when they enter the teaching profession (only at the first certification).

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B2	ISCED levels 2 and 3: Allowance for particular tasks: the amount varies according to the tasks assigned (312 € to 3 750 €).	a	a	
Teaching extra classes or working overtime	A1	B2	ISCED 2 and 3: <i>Heures Supplémentaires Annuelles</i> (HSA): €1 132 to €1 645	a	a	
Student counselling	A1	B2	Fixed annual salary bonus named ISAE at ISCED 02-1 and ISOE at ISCED 24-34. In lower and upper secondary, teachers can do tutoring or learning support. Allowance for particular tasks: the amount varies according to the missions (to €312 to €3 750).	a	a	
Running extra-curricular activities	A1	B2	ISCED 02 and 1: Rhythm of schooling's reform: extracurricular activities managed by teachers are paid between €22 to €27/hour (maximum rates).	a	a	
Providing support or training for other teachers	A1	B2	Allowance for tutoring, master trainer: €1 250	a	a	
Form teacher/tutor responsibilities	A1	B1	ISCED 2 and 3: Variable portion of the ISOE allowance only given to the class teachers: €906 to €1 426.	a	a	
Supporting mentoring/induction programmes	A1	B2	Allowance for tutoring, master trainer: €1 250	A1	B2	ISCED 02 and 1: Allowance for tutoring, master trainer: €1 250
Other	A1	B3	ISCED 2 and 3: <i>Heures Supplémentaires Effectives</i> (HSE): Only punctual hours. Each is paid 1/36th of one HSA with an indemnity equal to a 25 % surcharge.			
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		A1	B2	ISCED 2 and 3: A part of the <i>indemnité de fonctions, de responsabilités et de résultats</i> takes into account the results of the professional interview and is paid every 3 years. It is determined by applying a coefficient of 0 to 3 to a reference amount of €2 000 for the period of 3 school years covered by the head's <i>lettre de mission</i> (engagement letter).
Other		a			B2	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B2	Allowance for teachers in charge of children with special needs (€2 500) Allowance for specialised teacher (€844)	a	a	
Working in disadvantaged, remote or high-cost areas	A1	B2	Allowance for teachers teaching in disadvantaged area (REP and REP+ allowance) – REP = €1 734; REP+ = €2 312	A1	B2	Allowance for teachers teaching in disadvantaged area (REP and REP+ allowance) – REP = €1 734; REP+ = €2 312
Accommodation allowance (not location related)	A1	B1	It is the <i>Indemnité de résidence</i> paid each month. The amount depends on the area. <a href="https://www.service-public.fr/particuliers/vosdroits/F32511">https://www.service-public.fr/particuliers/vosdroits/F32511</a>	A1	B2	It is the <i>Indemnité de résidence</i> paid each month. The amount depends on the area. <a href="https://www.service-public.fr/particuliers/vosdroits/F32511">https://www.service-public.fr/particuliers/vosdroits/F32511</a>
Family status	A1	B1	It is the SFT (family supplement) paid each month. The amount depends on the number of children. <a href="https://www.service-public.fr/particuliers/vosdroits/F32513">https://www.service-public.fr/particuliers/vosdroits/F32513</a>	A1	B2	It is the SFT (family supplement) paid each month. The amount depends on the number of children. <a href="https://www.service-public.fr/particuliers/vosdroits/F32513">https://www.service-public.fr/particuliers/vosdroits/F32513</a>

## CROATIA – Allowances

## A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

## B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B1	30 % for working on EU projects (based on the changes introduced in Primary and Secondary School Education Act at the end of the 2017/18 school year)	A1	B1	30 % for working on EU projects (based on the changes introduced in Primary and Secondary School Education Act at the end of 2017/18 the school year)
Teaching extra classes or working overtime	A6	B3	Defined as increase in amount paid per hour (overtime hours are paid 50 % more than regular working hours)	A6	B3	Defined as increase in amount paid per hour (overtime hours are paid 50 % more than regular working hours)
Student counselling	a	a		a	a	
Running extra-curricular activities	a	Bn		a	a	
Providing support or training for other teachers	a	a	Teachers are not paid for training student teachers and providing support to other teachers, but teachers who have these tasks such as training student teachers collect points in order to get advancement into the position of teacher mentor or teacher advisor status (both positions have higher coefficients of complexity of work than regular teachers, and thus have higher salary).	a	a	
Form teacher/tutor responsibilities	a	Bn		a	a	
Supporting mentoring/induction programmes	A6	B3	Teachers mentors working with a not fully qualified teacher ( <i>pripravnik</i> ) have the right to additional payment for their work. They are payed HRK 1 296 (gross amount) for supporting new teacher in induction programme (calculation: 24 hours of work with not fully qualified teacher, one hour of work is payed HRK 54.	m	m	
Other	A6	B3	Employees basic salary will be increased for: work at night, 40 %; work on Saturday, 25 %; work on Sunday, 35 %; work in shifts, 10 %; work in two shifts daily, 10 %; work on holidays and non-working days, 150 %.	A6	B3	Employees basic salary will be increased for: work at night, 40 %; work on Saturday, 25 %; work on Sunday, 35 %; work in shifts, 10 %; work in two shifts daily, 10 %; work on holidays and non-working days, 150 %.
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A6	B1	The basic statutory salary of employees is increased by 8 % if the employee has additional qualification at Master's level (defined by previous regulations, corresponds to ISCED 8.1) or by 15 % if the employee has an additional qualification at Doctorate level.	A6	B1	The basic statutory salary of employees is increased by 8 % if the employee has additional qualification at Master's level (defined by previous regulations, corresponds to ISCED 8.1) or by 15 % if the employee has an additional qualification at Doctorate level.
Successful completion of CPD	a	Bn		a	a	
Outstanding performance	a	a	According to the Public Service Wages Act, there is a possibility to pay public servants for outstanding performance in maximum of 3 salaries as an incidental payment. In practice, this possibility is not implemented until additional regulations are adopted by the Government.	a	a	According to the Public Service Wages Act, there is a possibility to pay public servants for outstanding performance in maximum of 3 salaries as an incidental payment. In practice, this possibility is not implemented until additional regulations are adopted by the Government.
Other	a	a		a	a	

## CROATIA – Allowances (continued)

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A6	B1	For teachers working in special conditions (including teaching students with special educational needs in mainstream classes), their salaries will be increased as it is defined in collective agreements.	a	a	
Working in disadvantaged, remote or high-cost areas	A6	B1	All school employees have the right to a specific allowance for working in schools with difficult working conditions. Their basic salary is increased by 10 %. Employees who have to travel at least 100 kilometres in both directions daily have the right to increased basic salary by 5 %.	A6	B1	All school employees have the right to a specific allowance for working in schools with difficult working conditions. Their basic salary is increased by 10 %. Employees who have to travel at least 100 kilometres in both directions daily have the right to increased basic salary by 5 %.
Accommodation allowance (not location related)	A6	B2	Accommodation allowance: Employees are entitled to an allowance if because of the place of their permanent employment they live separated from their family. If adequate accommodation or meals are provided, allowance is reduced by 25 % and if both are provided, allowance is reduced by 50 %. Traveling allowance: School employees who have to travel to work for at least 2 kilometres have the right to a traveling allowance. Amount is equal to the cost of monthly ticket for public transport.	A6	B2	Accommodation allowance: Employees are entitled to an allowance if because of the place of their permanent employment they live separated from their family. If adequate accommodation or meals are provided, allowance is reduced by 25 % and if both are provided, allowance is reduced by 50 %. Traveling allowance: School employees who have to travel to work for at least 2 kilometres have the right to a traveling allowance. Amount is equal to the cost of monthly ticket for public transport.
Family status	a	a		a	a	

## ITALY – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A6	B2	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The specific payment is determined through negotiations with the trade unions at school level.	a	a	
Teaching extra classes or working overtime	A1	B3	Teachers on a full teaching load may be requested to take on up to 6 extra hours of teaching a week in their subject areas, when these teaching hours are available and 'left over' once all the full teaching loads have been assigned. If they accept, they are expected to handle the extra load for the duration of the school year and they receive a monthly additional payment corresponding to the extra load, as defined by national contract.	a	a	
Student counselling	A6	B3	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The specific payment is determined through negotiations with the trade unions at school level.	a	a	
Running extra-curricular activities	A6	B3	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The specific payment is determined through negotiations with the trade unions at school level.	a	a	
Providing support or training for other teachers	A6	B3	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The specific payment is determined through negotiations with the trade unions at school level.	a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/induction programmes	A6	B3	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The specific payment is determined through negotiations with the trade unions at school level.	a	a	
Other	a	a		a	a	

## ITALY – Allowances (continued)

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A4	B3	The L.107 / 2015, c.126-129, established a fund for the valorisation of the merit of the teaching staff. This fund is assigned to each school on the basis of some parameters. Each school head decides how to allocate the fund to the teachers on the basis of motivated evaluation. The assignment criteria are established by an evaluation committee.	A5	B2	An evaluation system for school heads was set up. Each region shares among school managers 15-85 % of the yearly amount available at regional level to compensate school principals for the pursuit of the school improvement objectives set a regional level.
Other		B3			B2	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	A1	B2	m	A1	B2	m

## CYPRUS – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)			:			:
Teaching extra classes or working overtime			:			:
Student counselling			:			:
Running extra-curricular activities			:			:
Providing support or training for other teachers			:			:
Form teacher/tutor responsibilities			:			:
Supporting mentoring/induction programmes			:			:
Other			:			:
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications			:			:
Successful completion of CPD			:			:
Outstanding performance			:			:
Other			:			:
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools			:			:
Working in disadvantaged, remote or high-cost areas			:			:
Accommodation allowance (not location related)			:			:
Family status			:			:

## LATVIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	Bn	The Regulation says that methodology work, project management, and other activities related to the development of education institution are included in the work rate of teachers. Teacher may work also in an administrative post, for instance as deputy head or head of department. In this case, it is his/her full-time work included in salary. Teachers working in these administrative posts may have additional up to 7 teaching hours.	A3	m	Depends on respective local authority.
Teaching extra classes or working overtime	A4	B3	Teachers may work more than one workload (30 hours per week), but no more than 40 hours per week. However, if a teacher does additional teaching work (not included in his/her job description), school head decides about allowance up to 30 % from salary for additional hours.	A3	m	Depends on respective local authority.
Student counselling	a	Bn	Individual and group work with students, and counselling is part of a teacher's workload.	a	a	Student counselling is part of his/her duties as a teacher.
Running extra-curricular activities	a	a	If a teacher runs extracurricular activities of an educational interest, this extra time is included in the calculation of his/her workload and salary.	a	a	School heads may run extracurricular activities of an educational interest as part of his/her teaching duties.
Providing support or training for other teachers	A4	B3	According to the agreement with teachers' training institution, or with a head of the school. Institutional autonomy.	A3	m	Depends on respective local authority.
Form teacher/tutor responsibilities	a	Bn	Class/form teacher duties are included in the teachers' workload.	a	a	School heads may provide form time to class groups as part of his/her teaching duties.
Supporting mentoring/induction programmes	A4	B3	Institutional autonomy or according to agreement within a project or initiative.	A3	m	Depends on local authority.
Other	A1	B1	Teachers working in the state gymnasiums and vocational education competence centres receive allowance of 10 % of monthly salary.	A3	m	Depends on local authority.

**LATVIA – Allowances (continued)**

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	Bn	CPD is professional duty of teachers and regulation says that it should take place 36 hours in every three years.	a	Bn	CPD is professional duty of teachers and school heads (all pedagogical staff) and regulation says that it should take place 36 hours in every three years.
Outstanding performance	A4	B2	Teachers with the 1st, 2nd and 3rd quality level (professional activity quality evaluation system) receive allowance of 45, 114, and 140 euros respectively in relation to one teaching work rate.	A3	B2	A school head may receive additional allowances from the school founder (local authority). If a school head performs also duties of a teacher, he/she is eligible to participate in performance quality evaluation (voluntarily) and to receive additional allowance related to the teaching quality performance.
Other	A4	B2	A teacher may receive allowance for outstanding personal contribution. Bonuses and allowances paid from the state budget for a teacher in one year cannot exceed 120 % of teacher monthly salary, but total (state and municipality sources) in one year cannot exceed 175 % of teacher's monthly salary.	A3	B2	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B2	10 % of the monthly salary	A1	B2	10 % of the monthly salary
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## LITHUANIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A4	B4	Basic statutory salary increase from 3 to 20 %	a	a	
Teaching extra classes or working overtime	A4	B4	Basic statutory salary increase from 3 to 20 %	A2	B3	Basic salary increase up to 30 %
Student counselling	A4	B4	Basic statutory salary increase from 3 to 20 %	a	a	
Running extra-curricular activities	A4	B4	Basic statutory salary increase from 3 to 20 %	a	a	
Providing support or training for other teachers	A4	B4	Basic statutory salary increase from 3 to 20 %	a	a	
Form teacher/tutor responsibilities	A4	B4	Basic statutory salary increase from 15 to 30 %	a	a	
Supporting mentoring/induction programmes	A4	B4	Basic statutory salary increase from 3 to 20 %	a	a	
Other	A5	B1	Basic statutory salary could be increased totally till 45 percent: 5-20 % for gymnasium classes teachers; 5-20 % for youth school teachers; 5-30 % International Baccalaureate classes; other cases determined by the heard of the institution.	A2	B2	Basic salary increase: 5-20 % for youth schools heads; 5-20 % for gymnasium schools heads; basic salary could be increased totally up to 45 percent.
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B1	Basic statutory salary increase 5-20 %.	A2	B2	Basic salary increase 5-20 %.
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## LUXEMBOURG – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A1	B3	1/173 of the monthly salary is paid for every supplementary hour of work.	A1	B3	1/173 of the monthly salary is paid for every supplementary hour of work
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/induction programmes	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A1	B4		A1	B4	
Successful completion of CPD	A1	B4		A1	B4	
Outstanding performance	a	a		a	a	
Other		a		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	A1	B4		a	a	
Family status	A1	B2		a	a	

## HUNGARY – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B1	According to qualification, a certain percentage of the base salary linked to the qualification is paid as allowance (for a bachelor's degree it is HUF 182 700 and for a master's degree it is HUF 203 000 a month). The percentages vary according to the task/responsibility: - deputy school head/s: 20-40 % - team leaders of working groups of teachers: 5-10 % - school/kindergarten division head/s: 20-40 % - deputy head/s of school/kindergarten division/s: 20 %.	a	a	
Teaching extra classes or working overtime	A6	B3	Collective agreement concluded by the Klebelsberg Maintenance Centre. Only at public schools. 13.1 point says that the calculation method is the following: base salary (without allowances) divided by 138.5. This is the rate for one class.	A6	B3	Collective agreement concluded by the Klebelsberg Maintenance Centre. Only at public schools. 13.1 point says that the calculation method is the following: base salary (without allowances) divided by 138.5. This is the rate for one class.
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a	It is included in the base salary if it is in the compulsory teaching time (22-26 lessons a week [45 minutes]). If it is above, the teacher receives overtime compensation.	a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	A1	B1	According to qualification a certain percentage of the base salary linked to the qualification is paid as allowance (for a bachelor's degree it is HUF 182 700 and for a master's degree it is HUF 203 000 a month). This percentage varies from 10 % to 30 %.	a	a	
Supporting mentoring/induction programmes	a	a	No extra payment. The school head may decide on it as part of the compulsory non-teaching time at school (up to 32 hours).	a	a	
Other	A1	B1	Allowance for teaching ethnic minority classes in an ethnic minority language: 10 % of the base salary depending on the degree of the teacher.	A1	B1	Allowance for teaching ethnic minority classes in an ethnic minority language: 10 % of the base salary depending on the degree of the teacher.

**HUNGARY – Allowances (continued)**

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other	A1	B2	Allowance for former school head/s working at the same school: 25 % of his/her former school head allowance (only after more than a 10-year long leadership).	a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B1	5-10 % of the base salary	A1	B1	5-10 % of the base salary
Working in disadvantaged, remote or high-cost areas	A1	B1	10-30 % of the base salary	A1	B1	10-30 % of the base salary
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## MALTA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A6	B4	Upon appointment, a head of department shall proceed to Salary Scale 6. A head of department also has a reduced teaching load.	a	a	
Teaching extra classes or working overtime	a	a		a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	A1	B3	Pre-primary educators and teachers may apply to perform extracurricular duties on a voluntary basis. Payment rates for early morning supervision of students duties are provided by the sectoral agreement (€11.39 per hour in 2018) while payment rates for after school duties (known as Club 3-16) and summer school are established by the Foundation for Educational Services (FES).	A1	B3	School heads may apply to perform extracurricular duties on a voluntary basis. Payment rates for early morning supervision of students are provided by the sectoral agreement (€11.39 per hour in 2018) while payment rates for after school duties (known as Club 3-16) and summer school are established by the Foundation for Educational Services (FES).
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/induction programmes	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A6	B2	Qualification Allowances (per annum paid in each salary payment) Doctorate – €1 100; Masters – €800; Bachelor – €500; Diploma – €380	A6	B2	Qualification Allowances (per annum paid in each salary payment) Doctorate – €1 100; Masters – €800; Bachelor – €500; Diploma – €380
Successful completion of CPD	A6	B4	Progression of a teacher to the next salary scale may be accelerated from eight to six years, if a teacher accumulates an aggregate of 360 hours of recognised self-sought Continuous Professional Development (CPD) time over six years.	a	a	
Outstanding performance	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## NETHERLANDS – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A4	m	It's the responsibility of the individual school board how this is arranged.	A4	m	School boards decide on these allowances.
Teaching extra classes or working overtime	A4	B3	This depends on an agreement between the school leader and the teacher and is only possible to a maximum of 1.20 fte.	A4	m	School boards decide on these allowances.
Student counselling	A4	m	Other tasks than teaching are determined by the school leader and the teachers. It's up to the school (leader) to decide if this teacher can get an allowance.	A4	m	School boards decide on these allowances.
Running extra-curricular activities	A4	m	Other tasks than teaching are determined by the school leader and the teachers.	A4	m	School boards decide on these allowances.
Providing support or training for other teachers	A4	m	Other tasks than teaching are determined by the school leader and the teachers.	A4	m	School boards decide on these allowances.
Form teacher/tutor responsibilities	A4	m	Other tasks than teaching are determined by the school leader and the teachers. It's up to the school (leader) to decide if this teacher can get an allowance.	A4	m	School boards decide on these allowances.
Supporting mentoring/induction programmes	A4	m	Other tasks than teaching are determined by the school leader and the teachers. It's up to the school (leader) to decide if this teacher can get an allowance.)	A4	m	School boards decide on these allowances.
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A4	m	It's up to the school (leader) to decide if this teacher can get an allowance.	A4	m	School boards decide on these allowances.
Successful completion of CPD	A4	m	It's up to the school (leader) to decide if this teacher can get an allowance.	A4	m	School boards decide on these allowances.
Outstanding performance	A4	m	It's up to the school (leader) to decide if this teacher can get an allowance.	A4	m	School boards decide on these allowances.
Other		m			m	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A4	m	It's up to the school (leader) to decide if this teacher can get an allowance.	A4	m	School boards decide on these allowances.
Working in disadvantaged, remote or high-cost areas	A4	m	Schools with special high SES students get more money. It's up to the school how this will be spend.	A4	m	School boards decide on these allowances.
Accommodation allowance (not location related)	a	a		A4	m	School boards decide on these allowances.
Family status	a	a		a	a	

## AUSTRIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B3	m	a	a	
Teaching extra classes or working overtime	A1	B1	m	a	a	
Student counselling	A1	B3	m	a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	A1	B3	m	a	a	
Form teacher/tutor responsibilities	A1	B3	m	a	a	
Supporting mentoring/induction programmes	A1	B3	m	a	a	
Other	a	a				
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A1	B3	m	a	a	
Other	a	B3			a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## POLAND – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A5	B4	Entitlement is decided at the central level, but the amount of additional payments are specified in the regulations determined/adopted by the local authorities.	a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	A5	B4	Entitlement is decided at the central level, but the amount of additional payments are specified in the regulations determined/adopted by the local authorities.	a	a	
Supporting mentoring/induction programmes	A5	B4	Entitlement is decided at the central level, but the amount of additional payments are specified in the regulations determined/adopted by the local authorities.	a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A5	B3	Teachers' performance is evaluated by a school head on the basis of observations carried out during the teacher's classes, and results achieved by his/her pupils. The school head can ask the parents' council and the pupils' self-government for an opinion on a given teacher.	A5	B3	The amounts of the awards are specified in regulations determined/adopted by the central, regional and local authorities. The school head is assessed for achievements in professional work (achievement of a high level of education, by, for example, creating conditions for developing students' aptitudes and abilities, providing support to teachers in carrying out their tasks, ensuring safety for students and teachers). The evaluation of a school head is carried out by the body in charge of pedagogical supervision in agreement with the local authority.
Other	A5	B3	The amount of additional payments are specified in the regulations adopted by the local governments and upon a decision of the school head.	A5	B3	The Motivation incentive (management performance appraisal) allowance is specified in central regulations and the amount of it determined/adopted by the local authorities. In March 2016, the actual average value of the motivation incentive for all Polish school heads amounted to PLN 563 (for one month).

## POLAND – Allowances (continued)

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	A1	B1	10 % of the base salary paid to teacher monthly for teaching in rural areas or towns with no more than 5 000 inhabitants.	A1	B1	10 % of the base salary paid to school head monthly for working in rural areas or towns with no more than 5 000 inhabitants.
Accommodation allowance (not location related)	A1	B1	A teacher, who has obtained a contract teacher professional promotion grade within two years from the date of his first professional life in school and has the qualifications required to occupy a given position, receives at his/her request a one-off settlement allowance paid in the amount of a 2-month basic salary (without any additional payment) at the school indicated as the basic place of employment.	a	a	
Family status	a	a		a	a	

## PORTUGAL – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	Bn	Deputy heads, heads of curricular departments, class coordinators and teachers with other management responsibilities have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.	a	a	
Teaching extra classes or working overtime	A1	B3	Teachers are paid overtime work for the hours they teach beyond the statutorily established. The cost per hour depends on the position in the teaching career and the number of overtime hours (12.5 % for the first hour and 18.75 % for the second or more hours).	a	a	
Student counselling	a	Bn	Teachers responsible for specific tutorial support to students have their teaching time reduced. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.	a	a	
Running extra-curricular activities	a	Bn	Teachers running extra-curricular activities may receive a reduction in teaching time. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.	a	a	
Providing support or training for other teachers	a	Bn	Teacher trainers receive a reduction in teaching time, during the time they hold the task. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.	a	a	
Form teacher/tutor responsibilities	a	Bn	Teachers with tutor responsibilities have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.	a	a	
Supporting mentoring/induction programmes	a	Bn	Teachers responsible for mentoring/induction programmes have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.	a	a	
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a	All teachers enter the teaching profession with ISCED 7 qualifications and begin at level 1 (Index 167). Holding a higher than minimum teacher certification or participating in training during professional life entitle them to allowances. Teachers who obtain a masters or a doctoral degree after entering the profession and get an evaluation score of Good or higher are also rewarded with a bonus corresponding to 1 year and 2 years respectively in career progression.	a	a	
Successful completion of CPD	A1	B4	In order to progress in the career, teachers have to complete a certain amount of professional development credits, awarded by means of in-service training. On average, it is required to do 25 hours of in-service training per year. In case of non-successful completion, the teacher will not progress in the teaching career and the salary will not increase.	a	a	
Outstanding performance	A1	B4	Teachers that are appraised with Excellent ( <i>Excelente</i> ) or Very Good ( <i>Muito Bom</i> ) may progress faster in their careers.	a	a	
Other					a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## ROMANIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A1	B3	If a teacher works more than 9 hours more, the compensation is based on the mulation system. If the additional hours are less than 9 hours, then the payment is based on the number of worked hours. The gross monthly salary is divided by 72 hours and multiplied by the number of extra hours.	A4	B1	The gross monthly salary is divided by 72 hours and multiplied by the number of extra hours.
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	A1	B1	Between 10 and 25 % of the basic salary, depending on the number of hours dedicated to activities connected with the coordination of the pedagogical practical training of future teachers.	a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/ induction programmes	A4	B1	The gross monthly salary is divided by 72 hours and multiplied by the number of hours.	A4	B1	The gross monthly salary is divided by 72 hours and multiplied by the number of hours.
Other	A1	B4	Pay for participation in the National Boards established for examinations taking place at national level: the National Tests (for students who complete grade 8, at the end of lower secondary education), the Baccalaureate (for high-school graduates), the examination for teaching positions with tenure, the examination for the Definitive Teaching Degree. The gross monthly salary is divided by 72 hours and multiplied by the number of hours.	A1	B4	Pay for participation in the National Boards established for examinations taking place at national level: the National Tests (for students who complete grade 8, at the end of lower secondary education), the Baccalaureate (for high-school graduates), the examination for teaching positions with tenure, the examination for the Definitive Teaching Degree. The gross monthly salary is divided by 72 hours and multiplied by the number of hours.
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other		a			a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B1	Increase of 15 %	A1	B1	Increase of 15 %
Working in disadvantaged, remote or high-cost areas	A1	B1	Between 5 and 20 % increase	A1	B1	Between 5 and 20 % increase
Accommodation allowance (not location related)	A1	B3	An induction bonus equal to a basic salary is given in the first years of activity for those who enter the education system and come from other locations.	a	a	
Family status	a	a		a	a	

## SLOVENIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B1	ISCED levels 0, 1 and 2: Head of a smaller kindergarten or branch unit of basic school: 5- 12 % of basic salary	a	a	
Teaching extra classes or working overtime	A1	B3	Overtime: 130 % of the basic salary hour rate per teaching hour. Payment is extremely rare and in exceptional cases only. According to the Article 144 of the Employment Relationship Act in exceptional cases upon the head teacher's request, the teacher is obliged to perform work exceeding full working time – overtime work.	a	a	
Student counselling	a	Bn		a	a	
Running extra-curricular activities	A1	B3	(I) Workshops, sports and other extracurricular activities for pupils: ISCED 1 and 2: €11.94 per teaching hour; ISCED 34: School receives €0.24 per student and (4) head teacher decides on the entitlement. (II) Outdoor education: 20 % of the basic salary for 6 hours per day.	a	a	
Providing support or training for other teachers	a	Bn		a	a	
Form teacher/tutor responsibilities	A1	B1	ISCED levels 1, 2 and 34: Teachers receive an additional payment of 7 or 13 % of the basic salary hour rate for 1 or 0.5 teaching hour per week (depends on the number of students in the class).	a	a	
Supporting mentoring/ induction programmes	A1	B3	Mentorship allowance: 20 % of the basic salary for 4 teaching hours per week (10 months for teacher in induction or 2 months for teacher beginner).	a	a	
Other	A1	B1	Bilingual classes or classes in Italian language: 12-15 % of the basic salary. ISCED 1 and 2: Teaching in combined classes: 7-10 % of the basic salary hour rate salary for teaching hours.	A1	B1	Bilingual schools or schools with Italian language: 6 % of the basic salary

## SLOVENIA – Allowances (continued)

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A6	B2	Fixed amounts per month: 1) Academic specialization: €23.27; 2) Research master's degree: €36.21; 3) Doctor's degree: €59.47. ISCED levels 1, 2 and 34: Holding an educational qualification in three or more different subjects: 3 % of the basic salary hour rate for teaching hours.	A6	B2	Fixed amounts per month for attained: 1) Academic specialization: €23.27; 2) Research master's degree: €36.21; 3) Doctor's degree: €59.47.
Successful completion of CPD	a	Bn		a	a	
Outstanding performance	A1	B2	Work performance from increased workload (additional teaching within full-time contract), 100-130 % of the basic salary hour rate per teaching hours. According to the Article 124 of the Organisation and Financing of Education Act, the head teacher may assign a teacher extra weekly teaching time but not for more than five lesson a week (not more than 38 weeks in school year).	A1	B2	ISCED levels 1, 2 and 34: Work performance from increased workload (additional teaching within full-time contract- not more than 5 lessons per week). Regular work performance allowances (based on appraisal) are provisionally taken out of teachers' salaries following circumstances of economic crisis.
Other	A6	B2	Long service award: Payment to teachers for years of employment in public sector (10 years: €288.76; 20 years: €433.13; 30 years: €577.51).	A6	B2	Long service award: Payment to teachers for years of employment in public sector (10 years: €288.76; 20 years: €433.13; 30 years: €577.51).
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B3	ISCED levels 1, 2 and 34: Additional teaching assistance offered to students with special education needs integrated in mainstream class or to migrant students: €11.94 per teaching hour.	a	a	
Working in disadvantaged, remote or high-cost areas	A6	B2	Reimbursement of transportation cost from home to the school and back for teachers (if the distance is more than 2 km) – cost of public transport for days at work.	A6	B2	Reimbursement of transportation cost from home to the school and back for school heads (if the distance is more than 2 km) – cost of public transport for days at work.
Accommodation allowance (not location related)	a	a		a	a	a
Family status	a	a		a	a	a

## SLOVAKIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A1	B2	Regulations do not indicate the amount.	A1	B2	Regulations do not indicate the amount.
Teaching extra classes or working overtime	A4	B1	Regulations do not indicate the amount.	a	Bn	
Student counselling	A4	B1	Regulations do not indicate the amount.	A1	B1	Regulations do not indicate the amount.
Running extra-curricular activities	A4	B4	Regulations do not indicate the amount.	A1	B4	Regulations do not indicate the amount.
Providing support or training for other teachers	A1	B1	Amount of compensation depends on number of guided student teachers.	A1	B1	Regulations do not indicate the amount.
Form teacher/tutor responsibilities	A1	B1	5 % of salary with 32 years of experience in 1 class, 10 % of salary with 32 years of experience in 2 classes.	A1	B1	5 % of salary with 32 years of experience in 1 class, 10 % of salary with 32 years of experience in 2 classes.
Supporting mentoring/induction programmes	A1	B1	4 % of salary with 32 years of experience for 1 new teacher, 8 % of salary with 32 years of experience for 2 new teachers.	A1	B1	4 % of salary with 32 years of experience for 1 new teacher, 8 % of salary with 32 years of experience for 2 new teachers.
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A4	B1	The additional payments are only received after 1 year experience.	A3	B1	Regulations do not indicate the amount.
Successful completion of CPD	A1	B1	Regulations do not indicate the amount.	A1	B1	Regulations do not indicate the amount.
Outstanding performance	A4	B3	Nature of compensation can be monetary or not. Teachers' performance is evaluated based on good student achievement.	A3	B3	Nature of compensation can be monetary or not. School heads' performance is evaluated based on good student achievement.
Other		B3			B3	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A1	B4	1 %-2.5 % of salary if in class, there are 30 % or more students with special educational needs.	A1	B4	1 %-2.5 % of salary if in class, there are 30 % or more students with special educational needs.
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	A1	B2	Paid only in the first year.	A1	B2	Paid only in the first year.
Family status	a	a		a	a	

## FINLAND – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a	The reduction of statutory teaching time varies from 1-16 weekly lessons depending on the size of school.	a	a	
Teaching extra classes or working overtime	A6	B2	The compensation per extra lesson is calculated based on the statutory salary and statutory teaching time. The teachers' individual salary is multiplied by 0.83 and then divided this by the statutory teaching time of the individual teacher. The teaching time differs based on type of post-class teacher or subject teacher- as well the subject taught (for subject teachers).	a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	A6	B2	The compensation is calculated based on the statutory salary and statutory teaching time. The statutory minimum for one extra lesson per week is €90.22/month (x 12 months) and €129.92/month (x 12 months) for a lower secondary teacher.	a	a	
Providing support or training for other teachers	A6	B2	The compensation is calculated based on the statutory salary and statutory teaching time. The statutory minimum for one extra lesson per week is €90.22/month (x 12 months) and €129.92/month (x 12 months) for a lower secondary teacher.	a	a	
Form teacher/tutor responsibilities	A6	B2	The compensation is calculated based on the statutory salary and statutory teaching time. For ISCED 3 definition under local autonomy. The statutory minimum for one extra lesson per week is €90.22/month (x 12 months) and €129.92/month (x 12 months) for a lower secondary teacher.	a	a	
Supporting mentoring/induction programmes	a	a		a	a	
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A6	B3	The definition of the calculation is under local autonomy. The decision is generally made by the school head who is responsible for the appraisal. Compensation for performance is not widely used.	A6	B3	Payable as a lump sum amount. Negotiated with the school head's employer, the local authorities. Appraisal is also done by the representative of the local authority, most commonly head of local education department.
Other		B3			B3	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	A6	B1	Two different pay scales – Finland is divided into two cost areas. The difference amounts to 1 % of the statutory base salary.	A6	B1	Percentage of base salary: Two different pay scales – Finland is divided into two cost areas. The difference amounts to 1 % of the statutory base salary.
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## SWEDEN – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

TEACHERS				SCHOOL HEADS			
A	B	Explanatory notes		A	B	Explanatory notes	
<b>Allowances and additional payments related to other tasks and responsibilities</b>							
Management responsibilities (outside the basic job description)	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Teaching extra classes or working overtime	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Student counselling	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Running extra-curricular activities	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Providing support or training for other teachers	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Form teacher/tutor responsibilities	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Supporting mentoring/induction programmes	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Other	a	a					
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>							
Further formal qualifications	A5	m	The decision is made by the central government (the Swedish National Agency for Education) based on an application decided by the teachers employer. Through government grants, the monthly salary can be increased by SEK 10 000 for a lecturer (senior subject teacher).	A3	m	The nature of compensation is determined individually for each school head.	
Successful completion of CPD	A4	m		A3	m	The nature of compensation is determined individually for each school head.	
Outstanding performance	A5	m	The decision is made by the central government (the Swedish National Agency for Education) based on an application decided by the teachers employer. Through government grants, the monthly salary can be increased by approximately SEK 5 000 for a lead teacher (senior master).	A3	m	The nature of compensation is determined individually for each school head.	
Other		m			m		
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>							
Having SEN students in mainstream classes/schools	A4	m	The nature of compensation is determined individually for each teacher.	A3	m	The nature of compensation is determined individually for each school head.	
Working in disadvantaged, remote or high-cost areas	A5	m	It is possible for the school organizer to apply for a government grant to set up additional career positions, 'lecturer' (senior subject teacher) or 'lead teacher' (senior master), in schools located in disadvantaged areas. Only applies for ISCED 02 (pre-school class) ISCED 1 and ISCED 2. The teacher's employer then has to apply to the central government (the Swedish National Agency for Education) for the grant.	A3	m	The nature of compensation is determined individually for each school head.	
Accommodation allowance (not location related)	a	a		A3	m	The nature of compensation is determined individually for each school head.	
Family status	a	a		a	a		

## UNITED KINGDOM (ENGLAND) – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A5	B2	The framework for pay (STPCD 2017), which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level.	a	a	
Teaching extra classes or working overtime	A5	B3	The framework for pay (STPCD 2017), which is set at central level, allows for additional payments to be made for 'participation in out-of-school hours learning activity agreed between the teacher and the headteacher' (STPCD 2017, p. 28-29). The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	
Student counselling	A5	B2	The framework for pay (STPCD 2017), which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level.	a	a	
Running extra-curricular activities	A5	B3	The framework for pay (STPCD 2017), which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers or additional payments to be made for 'participation in out-of-school hours learning activity agreed between the teacher and the headteacher' (STPCD 2017, p. 28-29). The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	
Providing support or training for other teachers	A5	B3	The framework for pay (STPCD 2017), which is set at central level, allows for additional payments to be awarded for 'activities relating to the provision of initial teacher training as part of the ordinary conduct of the school' (STPCD 2017, p. 28-29). The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	
Form teacher/tutor responsibilities	a	Bn		a	a	
Supporting mentoring/induction programmes	A5	B2	The framework for pay, which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level.	a	a	
Other	A5	B2	The framework for pay (STPCD 2017), which is set at central level, allows for payments for residential duties to be made. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	

**UNITED KINGDOM (ENGLAND) – Allowances (continued)**

TEACHERS				SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A5	B4	The framework for pay (STPCD 2017), which is set at central level, does not include an allowance for <b>additional qualifications</b> . However, when determining the starting salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors, including the level of qualifications, skills and experience required.	a	a	
Successful completion of CPD	A5	B4	The framework for pay (STPCD 2017), which is set at central level, does not include an allowance for <b>completion of training</b> . However, when determining the starting salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors including the level of qualifications, skills and experience required.	a	a	
Outstanding performance	A5	B4	The framework for pay (STPCD 2017), which is set at central level, determines the minimum and maximum for each pay range and requires that all progression is linked to performance. The relevant body (the school's governing body or local authority) determines the number and distribution of pay points within each range, and the range and level of evidence used to judge performance.	a	a	
Other	a	B4		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A5	B2	A mainstream classroom teacher in any SEN post that requires a mandatory SEN qualification and involves teaching pupils with SEN may be awarded an allowance, as may a teacher who teaches pupils in designated special needs classes or units in a school, providing their post meets certain criteria. The relevant body (the school's governing body or local authority) must award the allowance if the criteria are met, and will determine the value of the allowance in accordance with its pay policy. The annual value must be no less than £2 106 and no greater than £4 158. Alongside these specific situations, the framework for pay (STPCD 2017), which is set at central level, also allows for teaching pupils with special educational needs to be included in a teacher's normal duties.	a	a	
Working in disadvantaged, remote or high-cost areas	A1	B4	The same pay framework applies in England and Wales, but the geographical variation set out in the framework only applies to England. There are separate geographical pay ranges for teachers employed in different areas: 'Inner London Area', 'Outer London Area', the 'Fringe Area', 'England and Wales (excluding London Area)'. This is to reflect the cost of living in different areas of England and Wales.	a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## UNITED KINGDOM (WALES) – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Expl. notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A5	B2	The framework for pay (STPCD 2017), which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level.	a	a	
Teaching extra classes or working overtime	A5	B3	The framework for pay (STPCD 2017), which is set at central level, allows for additional payments to be made for 'participation in out-of-school hours learning activity agreed between the teacher and the headteacher' (STPCD 2017, p. 28-29). The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	
Student counselling	A5	B2	The framework for pay (STPCD 2017), which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level.	a	a	
Running extra-curricular activities	A5	B3	The framework for pay (STPCD 2017), which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers or additional payments to be made for 'participation in out-of-school hours learning activity agreed between the teacher and the headteacher' (STPCD 2017, p. 28-29). The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	
Providing support or training for other teachers	A5	B3	The framework for pay (STPCD 2017), which is set at central level, allows for additional payments to be awarded for 'activities relating to the provision of initial teacher training as part of the ordinary conduct of the school' (STPCD 2017, p. 28-29). The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	
Form teacher/tutor responsibilities	a	Bn		a	a	
Supporting mentoring/induction programmes	A5	B2	The framework for pay, which is set at central level, allows for a teaching and learning responsibility (TLR) payment to be awarded for an additional responsibility that is not required of all classroom teachers. The relevant body (the school's governing body or local authority) determines whether to award an allowance and its level.	a	a	
Other	A5	B2	The framework for pay (STPCD 2017), which is set at central level, allows for payments for residential duties to be made. The relevant body (the school's governing body or local authority) determines whether to award a payment and its level.	a	a	

**UNITED KINGDOM (WALES) – Allowances (continued)**

TEACHERS				SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Expl. notes
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A5	B4	The framework for pay (STPCD 2017), which is set at central level, does not include an allowance for additional qualifications. However, when determining the starting salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors, including the level of qualifications, skills and experience required.	a	a	
Successful completion of CPD	A5	B4	The framework for pay (STPCD 2017), which is set at central level, does not include an allowance for completion of training. However, when determining the starting salary for a post, the relevant body (the school's governing body or local authority) has discretion to take into account a range of factors including the level of qualifications, skills and experience required.	a	a	
Outstanding performance	A5	B4	The framework for pay (STPCD 2017), which is set at central level, determines the minimum and maximum for each pay range and requires that all progression is linked to performance. The relevant body (the school's governing body or local authority) determines the number and distribution of pay points within each range, and the range and level of evidence used to judge performance.	a	a	
Other	a	B4		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A5	B2	The framework for pay (STPCD 2017), which is set at central level, allows for teaching pupils with special educational needs to be included in a teacher's normal duties. A mainstream classroom teacher in any SEN post that requires a mandatory SEN qualification and involves teaching pupils with SEN may be awarded an allowance, as may a teacher who teaches pupils in designated special needs classes or units in a school, providing their post meets certain criteria. The relevant body (the school's governing body or local authority) must award the allowance if the criteria are met, and will determine the value of the allowance in accordance with its pay policy. The annual value must be no less than £2 106 and no greater than £4 158.	a	a	
Working in disadvantaged, remote or high-cost areas	a	a	Although the same pay framework applies in England and Wales, the geographical variation set out in the framework only applies to England.	a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## UNITED KINGDOM (NORTHERN IRELAND) – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Expl. notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A5	B2	The framework for pay, which is set at a central level and published in the Guidance for Boards of Governors on the Formulation and Implementation of the Salary Policy (2008), allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.	a	a	
Teaching extra classes or working overtime	a	a		a	a	
Student counselling	A5	B2	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.	a	a	
Running extra-curricular activities	A5	B2	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.	a	a	
Providing support or training for other teachers	A5	B2	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.	a	a	
Form teacher/tutor responsibilities	a	Bn		a	a	
Supporting mentoring/induction programmes	A5	B2	The framework for pay allows for one of five Teaching Allowances to be awarded for additional responsibilities that are not required of all classroom teachers, are focused primarily on teaching and learning, and require the exercise of a teacher's professional skills and judgement. The Board of Governors determines whether to award an allowance and its level.	a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A5	B4	The framework for pay does not include an allowance for additional qualifications. However, when determining the starting salary for a post, the Board of Governors has discretion to take into account a range of factors, including the level of qualifications, skills and experience required.	a	a	
Successful completion of CPD	A5	B4	The framework for pay does not include an allowance for completion of training. However, when determining the starting salary for a post, the Board of Governors has discretion to take into account a range of factors including the level of qualifications, skills and experience required.	a	a	
Outstanding performance	A5	B4	The framework for pay determines the minimum and maximum for each pay range and requires that all progression is linked to performance. The Board of Governors determines the number and distribution of pay points within each range, and the range and level of evidence used to judge performance.	a	a	
Other	a	B4		a	a	

**UNITED KINGDOM (NORTHERN IRELAND) – Allowances (continued)**

TEACHERS				SCHOOL HEADS		
A	B	Explanatory notes		A	B	Expl.notes
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A5	B2	The framework for pay, which is set at central level, allows for one of two special educational needs (SEN) allowances to be awarded to a teacher who is engaged wholly or mainly in teaching pupils with statements of special educational needs, whether in designated special classes or otherwise. The Board of Governors determines whether to award an allowance and its level. SEN 1 is awarded for teachers in special schools, or teachers in mainstream schools whose roles meet certain criteria regarding wholly or mainly teaching pupils with SEN. SEN 2 is awarded for teachers whose expertise, experience and/or qualifications enhance the value of the work they undertake with special educational needs pupils. The annual value of the allowance must be no less than £2 062 and no greater than £4 075.	a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## UNITED KINGDOM (SCOTLAND) – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	a	a		a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring / induction programmes	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a	The Additional Support for Learning (Scotland) Act 2004, amended in 2009, replaces the SEN terminology with Additional Support for Learning (ASL) or Additional Support Needs (ASN).	a	a	
Working in disadvantaged, remote or high-cost areas	A6	B2	The Remote Schools Allowance from 1 April 2018 is £1 467 per annum for payments in accordance with paragraph 1.3(a) and £2 754 per annum for payments in accordance with paragraph 1.3(b). The Distant Islands Allowance from 1 October 2017 is £2 094 per annum.	A6	B2	GPB 17 904. Where a headteacher or depute headteacher resides at a residential special school, or in such close proximity that they can undertake immediate action in respect of management and supervisory tasks arising outwith teaching hours, and responsibility for such tasks is an accepted part of the duties of the post, the salary for the post will be increased by this amount.
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## ALBANIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	a	a		a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a	Reduction in teaching time for teachers that train sport teams in schools with less than 700 pupils (minus 3 hours per week) and for teachers in charge of running artistic activities and coordination in high schools with more than 700 pupils (minus 4 hours per week).	a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	A1	B3	Form time is provided by teachers for two classes a week. When the teacher is in charge of full teaching, these hours are paid as extra hours.	a	a	
Supporting mentoring/induction programmes	a	Bn	The mentoring obligation equals 1/4 of that of a teacher, i.e. 2/3 of observation hours and 1/3 of advise hours.	a	a	
Other				a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A1	B3	a) For professional merits in career, compensation of employees of public institutions of pre-university education (director, vice director, teacher) is equal to a monthly salary. b) Winners of national competitions from MESY are compensated 3/4 of monthly salary. c) Winner of local competition for products/professional achievements is compensated with 3/4 of monthly salary. d) Winner for products/professional achievements from the public pre-university education is compensated with 1/2 of monthly salary. e) Most voted teacher for vocational merits by simple majority voting from the teachers council is compensated with 1/2 of the monthly salary.	a	a	
Other		B3			a	

## ALBANIA – Allowances (continued)

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	A1	B2	Teachers that work away from their residence can get the following allowances: a) When they work within their region outside the urban area and less than 5 km away from their residence/working centre and return within the same day to their residence the compensation equals 2 700 lekë per month. b) When they work within their region outside the urban area and over 5 km away from their residence and do not return within the same day to their place of residence compensation equals to 6 000 lekë per month. In both cases, the residence allowance is not applicable for the period during which the teaching personnel conducts yearly paid holidays.	A1	B1	Teachers that work away from their residence can get the following allowances: a) When they work within their region outside the urban area and less than 5 km away from their residence/working centre and return within the same day to their residence the compensation equals 2 700 lekë per month. b) When they work within their region outside the urban area and over 5 km away from their residence and do not return within the same day to their place of residence compensation equals to 6 000 lekë per month. In both cases, the residence allowance is not applicable for the period during which the teaching personnel conducts yearly paid holidays.
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## BOSNIA AND HERZEGOVINA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A6	B1	Up to 50 % depending on the number of hours over the full-time in accordance with legislation regulating the financing of primary and secondary schools	a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	a	Bn	For the form time, class teachers get their teaching time reduced in two hours a week or get an overtime compensation for this time.	a	a	
Supporting mentoring/induction programmes	A6	B1	An increase of 5 to 10 % of the basic salary for a mentor, counsellor or senior counsellor	a	a	
Other	A6	B1	A class teacher who works in a combined class the basic salary are increased: for a combination of two grades 5 %, for a combination of three grades 8 % and for a combination of four or more grades 10 %. Compensation for president or commissioner of a representative trade union is 15 % in institution where is up to 100 workers, that is, for each of the next 100 workers, another 2.5 % per basic coefficient. Compensation of 25 % on the basic coefficient, when the number of employees is over 500.	a	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A6	B2	For the above-average results of work or success in the work, the employer/head of school may pay preschool teachers/teachers a prize in cash up to 30 % of his average salary paid for the last three months.	a	a	
Other	a	B2		a	a	

## BOSNIA AND HERZEGOVINA – Allowances (continued)

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A6	B1	Teachers and preschool teachers who have children with special needs in the class, the basic salary is increased for 1 % for each child with special needs, in proportion to the number of classes for teachers with those children during the week, and at most 3 %.	a	a	
Working in disadvantaged, remote or high-cost areas	A6	B1	For all teachers employed in primary schools that are 15 kilometres away from the centre of the municipality, the basic salary is increased by 2 %. For each another kilometre, the basic salary is increased by 0.1 %, and at most by 3 %.	A6	B1	For all employed in primary schools that are 15 kilometres away from the centre of the municipality, the basic salary is increased by 2 %. For each another kilometre, the basic salary is increased by 0.1 %, and at most by 3 %.
Accommodation allowance (not location related)	a	a		a	a	a
Family status	a	a		a	a	a

## SWITZERLAND – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a	Reduction in teaching time	a	a	
Teaching extra classes or working overtime	a	a	Teachers are usually not payed if they work overtime.	a	a	School heads are usually not payed if they work overtime.
Student counselling	a	Bn	Part of the tasks	a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	A1	m	m	a	a	
Form teacher/tutor responsibilities	a	a	Reduction in teaching time	a	a	
Supporting mentoring/induction programmes	A1	m	Usually reduction in teaching time	a	a	
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	Bn	Continuing education for the professional development are compulsory and part of the cantonal employment conditions. Teachers' performance is typically evaluated by cantonal bodies. In some cantons, teachers are assessed within the context of the evaluation of schools. The method generally involves classroom observation and an interview with the teacher. Practice varies greatly across and within cantons in terms of the frequency, methodology, inspectors' qualifications and instruments for assessment. Often the school head is directly involved in the feedback that is provided to teachers.	a	Bn	Continuing education for the professional development are compulsory.
Outstanding performance	a	Bn	Evaluation by cantonal authorities (school superintendent)	a	Bn	Evaluation by cantonal authorities (school superintendent) and school board
Other		Bn			Bn	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a	Students or classes receive more resources (additional lessons).	a	a	Students or classes receive more resources (additional lessons).
Working in disadvantaged, remote or high-cost areas	a	a	The state government (cantonal authorities) can provide additional lessons.	a	a	The state government (cantonal authorities) can provide additional lessons.
Accommodation allowance (not location related)	A1	B1	The canton decides on the amounts.	A1	B1	The canton decides on the amounts.
Family status	A1	B1	The canton decides on the amounts.	A1	B1	The canton decides on the amounts.

## ICELAND – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A4	B4	Base salary increase by 5.6 % for ISCED 02-24.	A4	B3	m
Teaching extra classes or working overtime	A4	B3	ISCED 3: Overtime is calculated as 1.2 hours of a specific salary level. ISCED 0, 1, 2 overtime is calculated as 1.0385 % of the employee's monthly salary.	A6	B1	ISCED 3: Overtime is calculated as 1.2 hours of a specific salary level. ISCED 0, 1, 2 overtime is calculated as 1.0385 % of the employee's monthly salary.
Student counselling	A4	B4	Student counselling requires specialist training and qualifications. Student counsellors are placed in a specific step in the pay scale according to collective agreement.	a	a	
Running extra-curricular activities	A4	B3	Same as overtime	a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	A4	B4	ISCED 1-2: Two steps higher on the pay scale, which amounts to 5.6 % pay rise. ISCED 3-4: m.	a	a	
Supporting mentoring/induction programmes	a	a		a	a	
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A6	B4	Data on how the position in base salary is determined is not available and not clearly stated in statutory documents.	A6	B4	Data not available. Depends on local authorities except for ISCED 3 schools where it is determined by an independent board.
Successful completion of CPD	A6	B4	PDA is already a part of teachers total annual working time. However specialised PDA may contribute to further pay rises. Data is not available on how that is determined.	A3	B4	m
Outstanding performance	a	a		a	a	
Other	a	a		a	a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A4	B4	ISCED 02-24: Two steps on the pay scale, which amounts to 5.6 % pay rise.	a	a	
Working in disadvantaged, remote or high-cost areas	a	a		A3	m	m
Accommodation allowance (not location related)	A3	B3		a	a	
Family status	a	a		a	a	

## LIECHTENSTEIN – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

TEACHERS			SCHOOL HEADS		
A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>					
Management responsibilities (outside the basic job description)	A1	B1	Teachers appointed assistant school heads are granted an additional payment and a reduction of teaching time. The amount of allowance/number of lessons varies according to task. For substitute head of teachers, the workload is defined in %. The amount can not be specified and workload for school head functions depend on size of school and this can be distributed among several persons. A co-coordinating function such as subject teachers groups ( <i>Fachschaften</i> ) at secondary level are compensated in the form of lessons (1 lesson for heading the teachers groups). Other responsibilities may vary need-based.	a	
Teaching extra classes or working overtime	a	a		a	
Student counselling	a	a		a	
Running extra-curricular activities	a	a		a	
Providing support or training for other teachers	a	a		a	
Form teacher/tutor responsibilities	a	a	Compensation in lessons (1 lesson)	a	
Supporting mentoring/induction programmes	a	a	Compensation in lessons (1 lesson)	a	
Other	A1	B1	Involvement in working groups at school or national level in the framework of limited school (development) projects, allowance may consist of an additional payment per hour.	a	
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>					
Further formal qualifications	a	a		a	
Successful completion of CPD	a	a		a	
Outstanding performance	a	a		a	
Other		a			
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>					
Having SEN students in mainstream classes/schools	a	a		a	
Working in disadvantaged, remote or high-cost areas	a	a		a	
Accommodation allowance (not location related)	a	a		a	
Family status	a	a		a	

## MONTENEGRO – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A6	B3	€8.92 per lesson without taking into account years in service. This amount has been calculated by dividing starting gross salary by 76 teaching hours a month.	a	a	
Student counselling	a	a		a		
Running extra-curricular activities	a	a		a		
Providing support or training for other teachers	A6	B1	The higher rank/title further increases teachers' basic/starting coefficient: teacher-mentor by 0.30, teacher-advisor by 0.50, teacher-senior advisor by 0.70, teacher-researcher by 0.80.	a		
Form teacher/tutor responsibilities	A6	B1	In case of class/grade teachers, the basic/starting coefficient set for teachers, which equals 6.83, is increased by 10 %, i.e. by 0.683. If the teacher holds a master's degree, the basic coefficient of 0.683 is further increased by 0.50).	a		
Supporting mentoring/induction programmes	a	a	Mentoring is taken into account in the assessment of teachers' professional work when they are considered for a higher rank/title, namely teacher-mentor, teacher-advisor or teacher-senior advisor.	a		
Other	A6	B3	€70 net for working in committee for professional exam.	A1	B3	For chairing the committee for a professional exam, the school head receives a compensation decided by the school board governing board, with the approval of the minister.
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A6	B1	Salary coefficient is increased by 0.50 for master degree and by 0.90 for PhD degree.	A6	B1	Salary coefficient is increased by 0.50 for master degree and by 0.90 for PhD degree.
Successful completion of CPD	a	a		a	a	
Outstanding performance	A6	B3	A teacher whose student has won the first, the second or the third place at a national or international competition from the subject they teach is entitled to a bonus in the amount of: eight accounting values of coefficient net of tax and contributions at the expense of employee, for the first place; six accounting values of coefficient net of tax and contributions at the expense of employee, for the second place; four accounting values of coefficient net of tax and contributions at the expense of employee, for the third place. This right may be exercised on the basis of one of the places won at national competition and one place at international competition.	a	a	
Other		B3		a		

**MONTENEGRO – Allowances (continued)**

TEACHERS				SCHOOL HEADS			
	A	B	Explanatory notes	A	B	Explanatory notes	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>							
Having SEN students in mainstream classes/schools	A6	B1	Salary coefficient for inclusive teaching in the first cycle without a teaching assistant is increased by 5 %.	a			
Working in disadvantaged, remote or high-cost areas	A6	B1	The salary coefficient for working at a school located more than 5 km away from a road lacking infrastructure, organized transportation or own transportation to the school is increased by 5 %.	A6	B1	The salary coefficient for working at a school located more than 5 km away from a road lacking infrastructure, organized transportation or own transportation to the school is increased by 5 %.	
Accommodation allowance (not location related)	a			a			
Family status	a			a			

## NORTH MACEDONIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	a	a		a	a	
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	a	a		a	a	
Form teacher/tutor responsibilities	A6	B4	Coefficient for primary education 0.120 (MKD 1 453); coefficient for secondary education of 0.123 (MKD 1 537).	a	a	
Supporting mentoring/induction programmes	A1	B3	The teacher who is mentor teacher-apprentice is rewarded with 10 % of the salary that teacher-apprentice will receive upon completion of the mentoring programme.	a	a	
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	a	a		a	a	
Successful completion of CPD	a	a		a	a	
Outstanding performance	A1	B4	Success coefficient in primary education 0.090-0.180 (1 090- 2 180 denars); success coefficient for secondary education 0.092-0.184 (1 149- 2 299 denars). Due to financial constraints, no teacher received this type allowance. The main criterion for the evaluation of teachers for the outstanding performance was the students' performance in the external evaluation performed by the National Examinations Centre.	a	a	
Other		B4			a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	A6	B4	From 0.060 to 0.300 (727 to 3 633 denars). Determined by the Collective agreement for primary education.	A1	B4	Mountainous and rural areas coefficient only for primary and lower secondary education: from 0.060 to 0.300 (727 to 3 633 denars). Determined by the collective agreement for primary education.
Accommodation allowance (not location related)	a	a		a		
Family status	a	a		a		

## NORWAY – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	A4	B2	m	A3	B4	m
Teaching extra classes or working overtime	A6	B3	50 % overtime premium	A3	B3	Local authorities decide whether a school head is covered by the overtime regulations or not. When school heads are, they receive a 50 % overtime premium.
Student counselling	A6	B2	An annual compensation of minimum NOK 12 000	A6	B2	An annual compensation of minimum NOK 12 000
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	A4	B3	Training student teachers entitle to occasional additional payments. Other special tasks may entitle to regular additional payments.	A3	B3	m
Form teacher/tutor responsibilities	A6	B2	An annual compensation of minimum NOK 12 000	A6	B2	An annual compensation of minimum NOK 12 000
Supporting mentoring/induction programmes	A4	B2	m	A3	B2	m
Other						
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A6	B4	The statutory salary level of teachers depends on their qualification: Bachelor's Degree (180 ECTS), Bachelor's Degree (240 ECTS), Bachelor's Degree (300 ECTS), Master's Degree (300 ECTS) or Master's Degree (360 ECTS or more).	A3	B4	m
Successful completion of CPD	A3	B2	m	A3	B4	m
Outstanding performance	A3	B2	m	A3	B4	m
Other		B2			B4	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	A3	B2	m	A3	B4	m
Working in disadvantaged, remote or high-cost areas	A3	B2	m	A3	B4	m
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## SERBIA – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

TEACHERS				SCHOOL HEADS			
A	B	Explanatory notes	A	B	Explanatory notes		
<b>Allowances and additional payments related to other tasks and responsibilities</b>							
Management responsibilities (outside the basic job description)	A1	B1	Deputy head teachers receive additional 10 % of the statutory base salary, whereas upper secondary teachers in charge of school organization receive additional 8 % of the statutory base salary.	a	a		
Teaching extra classes or working overtime	A1	B1	Teachers who are teaching more classes or hours than required receive additional 26 % of the statutory base salary.	A1	B1	Heads who work overtime receive additional 26 % of the statutory base salary.	
Student counselling	a	Bn		a	a		
Running extra-curricular activities	a	Bn		a	a		
Providing support or training for other teachers	a	Bn		a	a		
Form teacher/tutor responsibilities	A1	B1	Additional 4 % of the statutory base salary.	a	a		
Supporting mentoring/induction programmes	a	Bn		a	a		
Other	a	a		a	a		
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>							
Further formal qualifications	A1	B1	Teachers receive additional 2 % for one-year specialization, 3 % for a two-year specialization, 4 % for <i>magistratura</i> (diploma obtained after post-graduate studies, granted before the introduction of Bologna system) and 6 % for a PhD of the statutory base salary.	A1	B1	Heads receive additional 2 % for one-year specialization, 3 % for a two-year specialization, 4 % for <i>magistratura</i> (diploma obtained after post-graduate studies, granted before the introduction of the Bologna system) and 6 % for a PhD of the statutory base salary.	
Successful completion of CPD	a	Bn		a	a		
Outstanding performance	A4	B3	Teachers have the right to 4 additional days of holidays in case of achieving extraordinary results, 3 days for very successful results, and 2 days for successful results, but there are no guidelines on how the performance is measured. In the Special Collective agreement, it is only noted that the contribution is defined by the general employer's regulation. Teachers have the right to an additional payment if his/her students were awarded at competitions and that is also regulated at the school level. Teachers may get an additional 30 % of the statutory base salary from the school's resources if the teacher achieved special results, as defined by school regulations.	A4	B3	School heads have the right to 4 additional days of holidays in case of achieving extraordinary results, 3 days for very successful results, and 2 days for successful results, but there are no guidelines on how the performance is measured. In the Special Collective agreement, it is only noted that the contribution is defined by the general employer's regulation. School heads have the right to an additional payment if his/her students were awarded at competitions and that is also regulated at the school level. School heads may get an additional 30 % of the statutory base salary from the school's resources if the school head achieves special results, as defined by school regulations.	
Other	a	a		a	a		

**SERBIA – Allowances (continued)**

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a	Only teachers working in special schools or teachers who work in a class with exclusively special educational needs students within the mainstream school receive additional 10 % of the statutory base salary.	a	a	Heads do not receive any allowances related to the school size, school location or the number of special educational needs students.
Working in disadvantaged, remote or high-cost areas	A1	B1	Teachers working in distant mountain villages receive additional 8 % of the statutory base salary.	A1	B1	Heads working in distant mountain villages receive additional 8 % of the statutory base salary.
Accommodation allowance (not location related)	a	a		a	a	
Family status	a	a		a	a	

## TURKEY – Allowances

### A. Authority level determining entitlement criteria and amounts

A1 Central/state government or top level authorities,  
 A2 Provincial/regional authorities or sub-regional/inter-municipal authorities  
 A3 Local authorities,  
 A4 School principal/head teacher/school board,  
 A5 More than one authority level  
 A6 Collective agreement or other  
 a = not applicable; m = missing

### B. Type of financial compensation

B1 Defined as percentage of statutory base salary  
 B2 Regular additional payments  
 B3 Incidental/occasional additional payments  
 B4 Position in base salary (step increment or other progression within the salary range)  
 Bn No additional payment, but statutory duty

a = not applicable; m = missing

	TEACHERS			SCHOOL HEADS		
	A	B	Explanatory notes	A	B	Explanatory notes
<b>Allowances and additional payments related to other tasks and responsibilities</b>						
Management responsibilities (outside the basic job description)	a	a		a	a	
Teaching extra classes or working overtime	A1	B3	Overtime teaching over the 18 hours per week hours stipulated for classroom teachers and 15 for the specialist teachers, and up to a maximum of 30 hours per week, are paid 116.7 Turkish liras.	A1	B3	School heads are paid 20 hours for their administrative services.
Student counselling	a	a		a	a	
Running extra-curricular activities	a	a		a	a	
Providing support or training for other teachers	A1	B3	Student teachers are sent by the higher education institutions to the Ministry schools under a BA course entitled 'Practicum' and 'School Experience'. Mentor teachers receive a certain amount of additional payment as 'extra teaching hours.'	a	a	
Form teacher/tutor responsibilities	a	a		a	a	
Supporting mentoring/ induction programmes	a	a		a	a	
Other	a	a				
<b>Allowances and additional payments related to teachers' qualifications, training and performance</b>						
Further formal qualifications	A1	B4	Additional qualifications such as MA and PHD are rewarded with one and three years of experience respectively.	a	a	
Successful completion of CPD	A1	B2		a	a	
Outstanding performance	A1	B4	Teachers that get three Success certificates from the local governor are rewarded with a Higher Success Certificate and a monetary compensation, which can be up to 200 % of the base salary of the highest ranked state official.	a	a	
Other	A1	B4	Knowledge of a foreign language (amount is between TL 27 and TL 130 per month depending on the language proficiency score).		a	
<b>Allowances and additional payments related to specific working conditions and other circumstances</b>						
Having SEN students in mainstream classes/schools	a	a		a	a	
Working in disadvantaged, remote or high-cost areas	a	a		a	a	
Accommodation allowance (not location related)	a	a		a	a	
Family status	A1	B2	Based on the 657th Civil Personnel Act, teachers, as civil servants, are provided with an additional allowance depending on the number and age of their siblings. In addition, teachers receive an additional payment if their wife/husband is unemployed.	A1	B1	Based on the 657th Civil Personnel Act, teachers, as civil servants, are provided with an additional allowance depending on the number and age of their siblings. In addition, teachers receive an additional payment if their wife/husband is unemployed.



## **PART III: DEFINITIONS**

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### **Education levels and programmes**

The Eurydice-OECD joint data collection on teachers' and school heads' salaries and allowances covers pre-primary, primary and secondary education (lower and upper). The definitions used are those set down in the 2011 International Standard Classification of Education (ISCED). At the secondary level, only general programmes are within the scope of the data collection.

#### **Pre-primary education (ISCED 02)**

Programmes at this level are typically designed with a holistic approach to support young children's early cognitive, physical, social and emotional development and to introduce them to organised instruction outside the family context. These programmes must have an intentional education component. Pre-primary education (ISCED level 02) is designed for children aged at least 3 years.

#### **Primary education (ISCED 1)**

Programmes at this level are typically designed to provide students with fundamental skills in reading, writing and mathematics (i.e. literacy and numeracy) and to establish a solid foundation for the learning and understanding of core areas of knowledge in preparation for lower secondary education. They also seek to promote children's personal and social development. Age is typically the only entry requirement at this level. The customary or legal age of entry is usually between 5 and 7 years old. This level typically lasts six years, although its duration can range between four and seven years depending on the country.

#### **General lower secondary education (ISCED 24)**

Programmes at lower secondary level are typically designed to build on the learning outcomes from ISCED level 1. Students enter ISCED level 2 typically between ages 10 and 13 (age 12 being the most common). The ISCED designator 24 denotes general lower secondary education.

#### **General upper secondary education (ISCED 34)**

Programmes at upper secondary level are typically designed to complete secondary education in preparation for tertiary education or to provide skills relevant to employment, or both. Pupils enter this level typically between ages 14 and 16. The ISCED designator 34 denotes general upper secondary education.

### **Decision-making levels**

#### **Central/state government or top-level authorities**

These refer to all government bodies at the national (state) level that make or participate in different aspects of decision-making. In 'federal' countries or countries with a similar type of government structure, they refer to the first level of territorial authority immediately below the national level.

The highest level of authority with responsibility for education in a given country is usually located at national (state) level. However, for Belgium, Germany, Spain and the United Kingdom, the *Communautés*, *Länder*, *Comunidades Autónomas* and devolved administrations respectively are responsible for all or most areas relating to education. Therefore, these administrations are considered as the top-level authority for the areas where they hold the responsibility, while for the ones for which they share the responsibility with the national (state) level, both are considered to be top-level authorities.

### **Provincial/regional/sub-regional/inter-municipal authorities or governments**

These refer to the first level of territorial authority immediately below the national level in countries that do not have a 'federal' or similar type of governmental structure and to the second level of territorial authority below the national government in countries with a 'federal' or similar type of governmental structure.

### **Local government/authorities/municipalities**

These refer to the lowest level of territorial authority in a nation. The local authority in terms of education may be the education department within a general-purpose local government or a special-purpose local government body whose sole area of responsibility is education.

### **School level authorities**

These refer to the decision-making bodies located within the school, which could be: (1) an external school board, which includes residents of the wider community; (2) an internal school board, which could include school heads, teachers, other school staff, parents, and students; and (3) both an external and an internal school board. 'School networks', 'networks of schools', 'didactic circles' and 'groups of schools' or 'school clusters' are considered as school level authorities.

Parents and teachers should be considered as one element of the school level, rather than a separate level. The school level also includes any individual employee (e.g. a teacher) in the school who is allowed to take decisions.

### **More than one authority level**

This refers to a combination of two or more of the above mentioned authorities (e.g. central government and local authorities).

### **Collective agreements and other**

It refers to collective agreements adopted by the relevant stakeholders that determine teachers' and school heads' compensations or any authority that does not fit in the categories above.

## **Public and private schools**

This data collection focuses on the salaries of teachers and school heads in **public educational institutions**. However, in a few countries, the reported salaries may also apply to government-dependent private schools.

According to the 2016 UOE manual for the data collection on education systems, an education institution is classified as public or private depending on whether it is under the overall control of a public or private body.

### **Public institutions**

An institution is classified as **public** if it is:

Controlled and managed directly by a public education authority or agency, or

Controlled and managed either by a government agency directly or by a governing body (Council, Committee, etc.), most of whose members are either appointed by a public authority or elected by the public.

## Private institutions

An institution is classified as *private* if:

It is controlled and managed by a non-governmental organisation (e.g. a church, a trade union or a business enterprise, foreign or international agency), or its governing board consists mostly of members not appointed by a public agency.

The terms 'government-dependent' and 'independent' refer only to the degree of a private institution's dependence on funding from government sources; they do not refer to the degree of government direction or regulation. A **government-dependent private institution** is one that either receives at least 50 % of its core funding from government agencies or one whose teaching staff are paid by a government agency – either directly or through government. An **independent private institution** is one that receives less than 50 % of its core funding from government agencies and whose teaching staff are not paid by a government agency.

## Teachers and school heads

This data collection covers fully qualified full-time teachers and school heads. Part-time teachers and those that are not yet fully qualified are beyond the scope of the study.

### Full-time fully qualified teacher

**Fully qualified** teachers are those who have fulfilled all the training requirements for teaching (one or more subjects) and meet all other official requirements (e.g. probation period). Their professional tasks involve the planning, organisation and delivery of group or individual activities for a class of students with respect to the development of their knowledge, skills, and attitudes.

The designation **full-time** teacher is usually based on 'statutory working hours', as opposed to actual total working time or actual teaching time. A teacher employed for at least 90 per cent of the normal or statutory number of hours of work for a full-time employee over a complete school year is considered as a full-time teacher in the context of this survey.

### School head

The term school head refers to any person whose primary or major function is heading a school or a group of schools alone or within an administrative body such as a board or council. The school head is the primary leader responsible for the leadership, management and administration of the school.

Depending on circumstances, school heads may exercise educational responsibilities (which may include teaching tasks but also responsibility for the general functioning of the institution in areas such as the timetable, implementation of the curriculum, decisions about what is to be taught and the materials and methods used). They may also have – to a varying degree – other administrative, staff management and financial responsibilities.

## **Statutory salaries**

The annual statutory salary is the sum of the gross wages paid to full-time, fully qualified teachers or school heads according to statutorily defined salary ranges. It includes any additional payments that all teachers or school heads receive and that constitute a regular part of the annual base salary such as the 13th month and holiday-pay (where applicable) or, in the case of school heads, the allowance received by all school heads for managing the school. This gross amount excludes the employers' social security and pension contributions but includes those paid by employees.

### **Salary range for teachers**

Indicates the amount of salary that full-time, fully qualified teachers can expect to receive depending on the number of years that they have been in service. Progression in the salary range may also be linked to the fulfilment of certain conditions such as a positive evaluation in the performance review/appraisal process. Salary ranges are statutorily defined either in regulations or agreements between stakeholders. Data for this survey is collected at four points on the salary range:

- starting salary,
- salary after 10 years of experience,
- salary after 15 years of experience, and
- salary at the top of the range.

The salary range applies to teachers who hold the minimum qualification required to enter the teaching profession in the reference year. In education systems where the largest proportion of teachers holds a higher qualification than the minimum that is associated to a different salary range, this pay range is also collected.

### **Salary range for school heads**

The range of pay received by school heads (working full-time) with the minimum qualification required to manage a school. Salary ranges are statutorily defined either in regulations or agreements between stakeholders. Data is collected for the minimum and maximum points of the salary range applicable to school heads. Progression in the salary range may depend on various criteria, such as experience, performance, nature and number of responsibilities and school characteristics.

The reported salaries of school heads may consist of the statutory teacher salary plus a management allowance, or there may be a distinct statutory salary range for school heads to which, in some cases, a management allowance is added.

In education systems, where salary ranges vary depending on the type of school (e.g. number of students or classes, geographic location, offer of special programmes or differentiated teaching), the salary ranges with the lowest and highest minimum salaries are reported. Where there is a different salary range that applies to the largest proportion of school heads, this data is also collected.

## Actual salaries

The weighted average gross annual salary actually received by all teachers or school heads within the age range 24-65 at a specific education level, including the statutory salary and other additional payments. This amount excludes the employers' social security and pension contributions but includes those paid by the employees. The additional payments refer to bonuses and allowances which teachers may be awarded on top of their base salary set according to their educational qualifications and experience. The data can be drawn from national administrative registers, statistical databases, representative sample surveys or other representative sources.

## Allowances

In the context of this report 'allowances' refer to the various forms of regular or exceptional payments that may be provided in addition to the statutory salary. This report takes into consideration three main categories:

### Additional responsibilities

Activities that might be carried out by teachers/school heads as distinct from those specified in their contract, which can include:

- Managerial activities (e.g. serving as head of department or coordinator of teachers). For school heads, responsibilities for leadership/management/administration, etc. are not regarded as additional responsibilities.
- Teaching more classes or working more hours than required by the full-time contract of employment or in the conditions of service (overtime payments).
- Student counselling after school hour, including student supervision, virtual counselling, career guidance and behavioural support.
- Running extra-curricular activities (e.g. sports, homework clubs, out-of-school workshops, visits to museums, drama clubs, summer schools).
- Training student teachers and providing support to other teachers.
- Acting as a form tutor or teacher.
- Participation in mentoring programmes and/or supporting new teachers in induction programmes.

## **Teachers' qualifications, training and performance**

### Further formal qualifications

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

### Further CPD qualifications

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

### Outstanding performance

Teachers and school heads may be appraised on the quality of their work (teaching or managing) through internal or external evaluation procedures or on the basis of the results obtained by their students in different types of examinations.

## **Teaching conditions**

### Geographical location

Location allowances are often used as incentives to encourage teachers to accept posts in remote or rural areas as well as in socially disadvantaged ones. Also included in this group are the allowances given for working in regions such as capital cities where the cost of living is above average.

### Special educational needs or challenging circumstances

Allowances for teaching students with special education needs integrated within mainstream classes and pupils with learning difficulties, language problems, and those from an immigrant background, etc. In the case of school heads, these activities also include tasks designed to coordinate and support specific groups of students.

## ANNEXES

### Main GDP aggregates per capita [nama\_10\_pc]

GEO/TIME	2017	2018	GEO/TIME	2017	2018
Belgium	38 700	39 500	Netherlands	43 000	44 900
Bulgaria	7 300	7 800	Austria	42 100	43 700
Czechia	18 100	19 500	Poland	12 200	12 900
Denmark	50 800	51 400	Portugal	18 900	19 600
Germany	39 600	40 900	Romania	9 600	10 300
Estonia	18 000	19 500	Slovenia	20 800	22 200
Ireland	61 200	65 500	Slovakia	15 600	16 600
Greece	16 800	17 200	Finland	40 600	42 300
Spain	25 100	25 900	Sweden	47 200	45 900
France	34 300	35 100	United Kingdom	35 400	36 000
Croatia	11 900	:	Iceland	63 200	:
Italy	28 500	29 000	Liechtenstein	148 200	:
Cyprus	22 900	23 800	Norway	67 100	69 400
Latvia	13 900	15 300	Switzerland	71 200	:
Lithuania	14 900	16 100	North Macedonia	:	:
Luxembourg	92 600	96 700	Albania	4 000	:
Hungary	12 700	13 500	Serbia	5 600	6 100

Last update 1.4.2019

Extracted on 2.4.2019

Source of data Eurostat

UNIT Current prices, euro per capita

NA\_ITEM Gross domestic product at market prices

### Euro/ECU exchange rates – annual data [ert\_bil\_eur\_a]

CURRENCY/TIME	2018
Bulgarian lev	1.9558
Czech koruna	25.647
Danish krone	7.4532
Pound sterling	0.88471
Croatian kuna	7.41820
Hungarian forint	318.89
Polish zloty	4.2615
Romanian leu	4.6540
Swedish krona	10.2583
Swiss franc	1.1550
Icelandic krona	127.89
Norwegian krone	9.5975
Albanian lek	127.59
Denar (of North Macedonia)	61.5115
Serbian dinar	118.2716
Turkish lira	5.7077

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Source of data Eurostat

STATINFO Average

UNIT National currency



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### EDUCATION, AUDIOVISUAL AND CULTURE EXECUTIVE AGENCY

### EDUCATION AND YOUTH POLICY ANALYSIS

Avenue du Bourget 1 (J-70 – Unit A7)

B-1049 Brussels

(<http://ec.europa.eu/eurydice>)

#### **Author**

Sonia Piedrafita Tremosa

#### **Layout and graphics**

Patrice Brel

#### **Cover**

Virginia Giovannelli

#### **Production coordinator**

Gisèle De Lel

## EURYDICE NATIONAL UNITS

### ALBANIA

Eurydice Unit  
European Integration and Projects Department  
Ministry of Education and Sport  
Rruga e Durrësit, Nr. 23  
1001 Tiranë  
Contribution of the Unit: Joint responsibility

### AUSTRIA

Eurydice-Informationsstelle  
Bundesministerium für Bildung, Wissenschaft und  
Forschung  
Abt. Bildungsentwicklung und –monitoring  
Minoritenplatz 5  
1010 Wien  
Contribution of the Unit: Joint responsibility

### BELGIUM

Unité Eurydice de la Communauté française  
Ministère de la Fédération Wallonie-Bruxelles  
Direction des relations internationales  
Boulevard Léopold II, 44 – Bureau 6A/008  
1080 Bruxelles  
Contribution of the Unit: Joint responsibility

Eurydice Vlaanderen  
Departement Onderwijs en Vorming/  
Afdeling Strategische Beleidsondersteuning  
Hendrik Consciencegebouw 7C10  
Koning Albert II-laan 15  
1210 Brussel  
Contribution of the Unit: Eline De Ridder (coordination) and  
Sanne Noël; expert: Raymond Van De Sijpe  
Eurydice-Informationsstelle der Deutschsprachigen  
Gemeinschaft  
Ministerium der Deutschsprachigen Gemeinschaft  
Fachbereich Ausbildung und Unterrichtsorganisation  
Gospertstraße 1  
4700 Eupen  
Contribution of the Unit: Clara Jacquemart and  
Catherine Reinertz

### BOSNIA AND HERZEGOVINA

Ministry of Civil Affairs  
Education Sector  
Trg BiH 3  
71000 Sarajevo  
Contribution of the Unit: Joint responsibility

### BULGARIA

Eurydice Unit  
Human Resource Development Centre  
Education Research and Planning Unit  
15, Graf Ignatiev Str.  
1000 Sofia  
Contribution of the Unit: Marchela Mitova and  
Nikoleta Hristova

### CROATIA

Agency for Mobility and EU Programmes  
Frankopanska 26  
10000 Zagreb  
Contribution of the Unit: Joint responsibility

### CYPRUS

Eurydice Unit  
Ministry of Education and Culture  
Kimonos and Thoukydidou  
1434 Nicosia  
Cyprus has not contributed to this data collection.

### CZECHIA

Eurydice Unit  
Czech National Agency for International  
Dům zahraniční spolupráce  
Na Poříčí 1035/4  
110 00 Praha 1  
Contribution of the Unit: Marcela Máchová and  
Simona Pikálková

### DENMARK

Eurydice Unit  
Ministry of Higher Education and Science  
Danish Agency for Science and Higher Education  
Bredgade 43  
1260 København K  
Contribution of the Unit: The Ministry of Higher Education  
and Science and the Ministry of Education

### ESTONIA

Eurydice Unit  
Analysis Department  
Ministry of Education and Research  
Munga 18  
50088 Tartu  
Contribution of the Unit: Inga Kukk (coordination);  
experts: Tiina Annus, Kristel Vaher, Hille Vares (Ministry of  
Education and Research)

### FINLAND

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

### FRANCE

Unité française d'Eurydice  
Ministère de l'Éducation nationale et de la Jeunesse  
(MENJ)  
Ministère de l'Enseignement supérieur, de la Recherche et  
de l'Innovation (MESRI)  
Direction de l'évaluation, de la prospective et de la  
performance (DEPP)  
Mission aux relations européennes et internationales  
(MIREI)  
61-65, rue Dutot  
75732 Paris Cedex 15  
Contribution of the Unit: Marion Defresne, Julie Solard,  
Anne Gaudry-Lachet, Robert Rakocevic and  
Emmanuelle Ferard

---

## GERMANY

Eurydice-Informationsstelle des Bundes  
Deutsches Zentrum für Luft- und Raumfahrt e. V. (DLR)  
Heinrich-Konen Str. 1  
53227 Bonn

Eurydice-Informationsstelle der Länder im Sekretariat der  
Kultusministerkonferenz  
Taubenstraße 10  
10117 Berlin  
Contribution of the Unit: Thomas Eckhardt

---

## GREECE

Hellenic Eurydice Unit  
Directorate for European and International Affairs  
General Directorate for International, European Affairs,  
Education for Hellenic Diaspora and Intercultural Education  
Ministry of Education and Religious Affairs  
37 Andrea Papandreou Street (Office 2172)  
15180 Maroussi (Attiki)  
Contribution of the Unit: Dimitra Farmakiotou

---

## HUNGARY

Hungarian Eurydice Unit  
Educational Authority  
19-21 Maros Str.  
1122 Budapest  
Contribution of the Unit: Joint responsibility

---

## ICELAND

Eurydice Unit  
The Directorate of Education  
Víkurbær 3  
203 Kópavogur  
Contribution of the Unit: Joint responsibility of the Eurydice  
Unit in cooperation with Ministry representatives and social  
partners

---

## IRELAND

Eurydice Unit  
Department of Education and Skills (DES)  
International Section  
Marlborough Street  
Dublin 1 – DO1 RC96  
Contribution of the Unit: Pádraig Mac Fhlannchadha,  
Paul Stevens and Kevin O'Donovan, DES Inspectorate

---

## 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;  
expert: Lucia De Fabrizio (Ufficio 'Statistica e Studi',  
Ministero dell'istruzione, dell'università e della ricerca)

---

## LATVIA

Eurydice Unit  
State Education Development Agency  
Valņu street 1 (5th floor)  
1050 Riga  
Contribution of the Unit: Joint responsibility  
Expert: Modra Jansone (Ministry of Education and  
Science).

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## LIECHTENSTEIN

Informationsstelle Eurydice  
Schulamts des Fürstentums Liechtenstein  
Austrasse 79  
Postfach 684  
9490 Vaduz  
Contribution of the Unit: National Eurydice Information  
Centre

---

## LITHUANIA

Eurydice Unit  
National Agency for School Evaluation of the Republic of  
Lithuania  
Geležinio Vilko Street 12  
03163 Vilnius  
Contribution of the Unit: Joint responsibility;  
expert: Modra Jansone (Ministry of Education and Science)

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## LUXEMBOURG

Unité nationale d'Eurydice  
ANEFORÉ ASBL  
eduPôle Walferdange  
Bâtiment 03 - étage 01  
Route de Diekirch  
7220 Walferdange  
Contribution of the Unit: Gilles Hirt (expert – Ministère de  
l'Éducation nationale, de l'Enfance et de la Jeunesse)

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## MALTA

Eurydice National Unit  
Directorate for Research, Lifelong Learning and  
Employability  
Ministry for Education and Employment  
Great Siege Road  
Floriana VLT 2000  
Contribution of the Unit: Joanne Bugeja;  
expert: Louis Scerri

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## MONTENEGRO

Eurydice Unit  
Vaka Djurovica bb  
81000 Podgorica  
Contribution of the Unit: Joint responsibility

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## NETHERLANDS

Eurydice Nederland  
Ministerie van Onderwijs, Cultuur en Wetenschap  
Directie Internationaal Beleid  
Rijnstraat 50  
2500 BJ Den Haag  
Contribution of the Unit: Joint responsibility

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## NORTH MACEDONIA

National Agency for European Educational Programmes  
and Mobility  
Boulevard Kuzman Josifovski Pitu, No. 17  
1000 Skopje  
Contribution of the Unit: Dejan Zlatkovski and  
Darko Dimitrov

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## NORWAY

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

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**POLAND**

Polish Eurydice Unit  
Foundation for the Development of the Education System  
Aleje Jerozolimskie 142A  
02-305 Warszawa  
Contribution of the Unit: Magdalena Górowska-Fells;  
experts: Anna Nowożyńska, Renata Karnas and  
Barbara Antosiewicz (Ministry of National Education)

---

**PORTUGAL**

Unidade Portuguesa da Rede Eurydice (UPRE)  
Ministério da Educação e Ciência  
Direção-Geral de Estatísticas da Educação  
Av. 24 de Julho, 134  
1399-054 Lisboa  
Contribution of the Unit: Isabel Almeida;  
experts: Joaquim Santos, José Rafael, Fernando Silva

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**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

---

**SERBIA**

Eurydice Unit Serbia  
Foundation Tempus  
Ruze Jovanovic 27a  
11000 Belgrade  
Contribution of the Unit: Joint responsibility;  
expert: Nemanja Vuksanović (Faculty of Economics,  
University of Belgrade)

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**SLOVAKIA**

Eurydice Unit  
Slovak Academic Association for International Cooperation  
Křížkova 9  
811 04 Bratislava  
Contribution of the Unit: Joint responsibility

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**SLOVENIA**

Eurydice Unit  
Ministry of Education, Science and Sport  
Department of Educational Development and Quality  
Masarykova 16  
1000 Ljubljana  
Contribution of the Unit: Joint responsibility

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**SPAIN**

Eurydice España-REDIE  
Centro Nacional de Innovación e Investigación Educativa  
(CNIIE)  
Ministerio de Educación y Formación Profesional  
c/ Torrelaguna, 58  
28027 Madrid  
Contribution of the Unit: María Auxiliadora Ruiz Rosillo,  
Jesús Ibáñez Milla, Jaime Vaquero Jiménez,  
Inmaculada Cabezalí Montero, David Varas del Peso and  
Juan Carlos Girón Ortega

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**SWEDEN**

Eurydice Unit  
Universitets- och högskolerådet/  
The Swedish Council for Higher Education  
Box 450 93  
104 30 Stockholm  
Contribution of the Unit: Joint responsibility

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**SWITZERLAND**

Eurydice Unit  
Swiss Conference of Cantonal Ministers of Education (EDK)  
Speichergasse 6  
3001 Bern  
Contribution of the Unit: Alexander Gerlings

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**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;  
expert: Prof. Dr. Paşa Tevfik Cephe

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**UNITED KINGDOM**

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

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Eurydice Unit Scotland  
Learning Directorate  
Scottish Government  
2-C North  
Victoria Quay  
Edinburgh EH6 6QQ  
Contribution of the Unit: Gary Walsh and Kim MacKerron

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## Teachers' and School Heads' Salaries and Allowances in Europe – 2017/18

The report analyses the statutory salaries of teachers and school heads in pre-primary, primary and general secondary public schools in 42 European education systems in 2017/18. It also examines the main changes in recent years, as well as the average actual salaries of teachers including any allowances or other additional payments. The report includes national sheets illustrating the data for each education system. Data have been collected jointly by the Eurydice and the OECD/NESLI networks.

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The Eurydice network's task is to understand and explain how Europe's different education systems are organised and how they work. The network provides descriptions of national education systems, comparative studies devoted to specific topics, indicators and statistics. All Eurydice publications are available free of charge on the Eurydice website or in print upon request. Through its work, Eurydice aims to promote understanding, cooperation, trust and mobility at European and international levels. The network consists of national units located in European countries and is coordinated by the EU Education, Audiovisual and Culture Executive Agency. For more information about Eurydice, see <http://ec.europa.eu/eurydice>.

