



Teachers' and School Heads' Salaries and Allowances in Europe, 2012/13

Eurydice Facts & Figures

Education
and Training

Eurydice Report

Teachers' and School Heads' Salaries and Allowances in Europe, 2012/13

CONTENTS

Overview	3
Part I: Comparative Analysis	5
Part II: National Data Sheets	23
Part III: Definitions	95
Acknowledgements	99

OVERVIEW

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

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

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

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

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

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

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

The reference year for the data collection is the **2012/13 school year** (September 2012-August 2013). Nevertheless, for countries where index-linked changes in salary occur at the beginning or end of the calendar year, the information is provided for the period **January-December 2013** if not indicated otherwise.

⁽¹⁾ See EACEA/Eurydice, 2012, Key Data on Education in Europe. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/key_data_series/134EN.pdf [Accessed 15 July 2013].

PART I: COMPARATIVE ANALYSIS

Introduction	5
Top-level authorities set basic statutory salaries for teachers in public schools in almost all countries	6
Salaries in private grant-aided schools are generally subject to the same rules as public schools	7
The relative increase in teachers' salaries is correlated to the number of years needed to obtain the maximum salary	10
In 2013, teachers' purchasing power is at the same or a better level than in 2000	12
About half of European countries examined experienced a salary freeze or a salary cut in both 2011/12 and 2012/13	14
Around half of European countries pay allowances to teachers for excellence in teaching	15
Conclusion	18

Introduction

Attractive salaries combined with the potential for earning additional allowances as well as good working conditions constitute some of the primary incentives for drawing people into the teaching profession and ensuring high levels of satisfaction and motivation among staff.

In recent years, the range of skills required of teachers has become increasingly broad. Besides their traditional responsibility for transferring knowledge, teachers now have to be able to perform a variety of extra tasks, such as using information technology, working in teams, assisting in integrating children with special educational needs, and contributing to school management, etc. ⁽¹⁾. At the same time, the education sector is increasingly in competition with the business sector in terms of attracting the best qualified young graduates. Salaries and working conditions must be competitive to ensure that sufficient numbers of people of the right calibre are attracted into the profession. Policies that affect the earnings of those employed in the education sector cannot, therefore, be overlooked.

This overview compares the different levels of decision-making responsible for setting teachers' statutory salaries in Europe. The minimum and maximum statutory salaries are presented relative to per capita GDP in each country, with an indication of salary progression and its relationship to professional experience. The impact of the economic crisis on teachers' salaries and their purchasing power is also analysed. Finally, the different types of allowances available to teachers are presented, indicating the decision-making levels involved in allocating these payments.

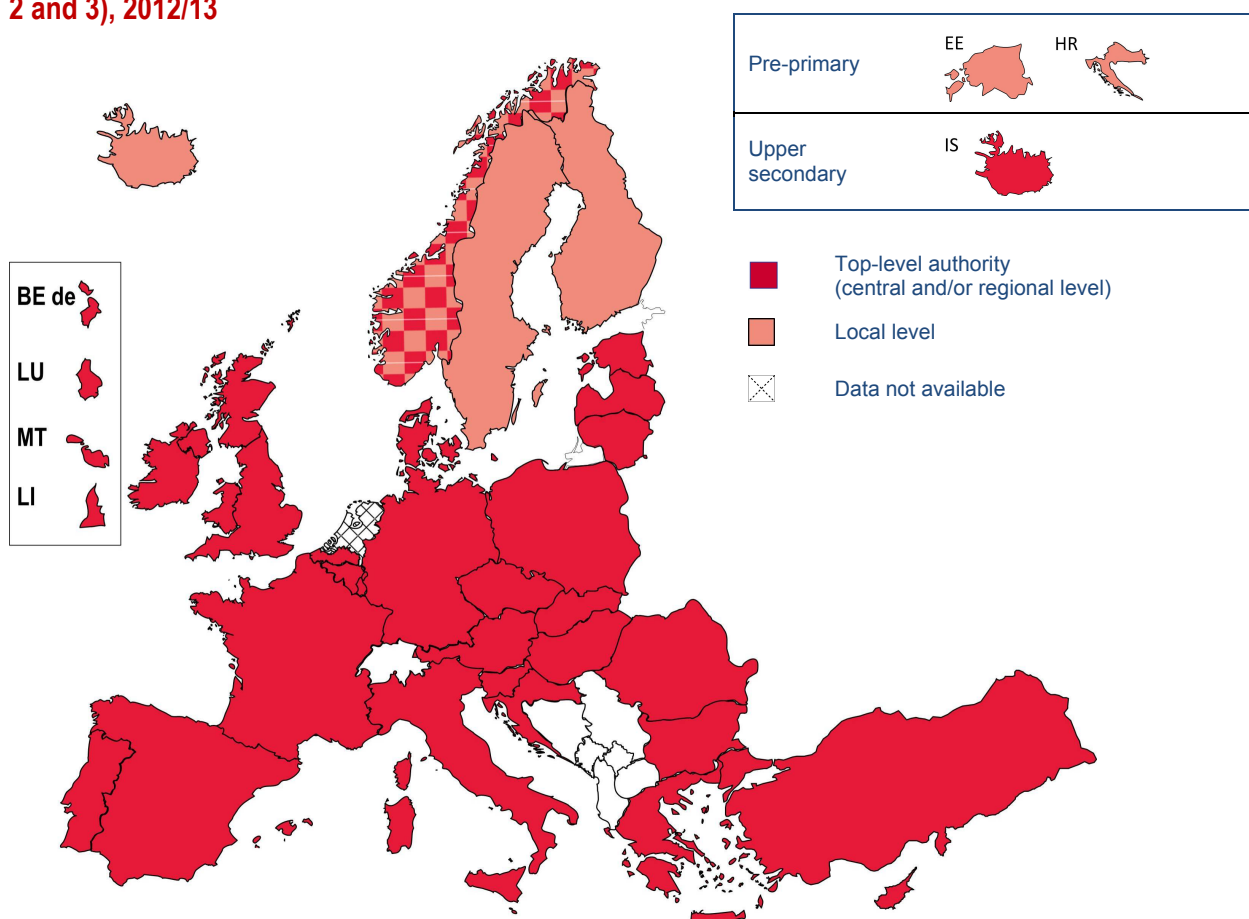
⁽¹⁾ See EACEA/Eurydice, 2013, Key Data on Teachers and School Leaders in Europe. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/key_data_series/151EN.pdf [Accessed 15 July 2013].

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

In general terms, the top-level (central or regional) education authority makes decisions on the overall amount of public funds in each resource category earmarked for public schools providing compulsory education. In some countries, however, public authorities only decide the overall amount of the school budget and decisions relating to specific categories of expenditure are made at school level.

The amount of the basic statutory salary for teachers at different levels of education is decided by the top-level authority for education in almost all European countries. In Germany, the regional governments of each *Land* are responsible for setting teachers' salaries; and in Spain, the salaries of teachers in public schools are partly set by central authorities (basic salary and supplements related to seniority and years in the teaching profession) and partly by the Autonomous Communities (supplements related to the educational level at which teachers teach and to in-service training).

Figure 1: Decision-making levels (public authorities) responsible for setting teachers' basic statutory salaries in the public schools from pre-primary to upper secondary education (ISCED 0, 1, 2 and 3), 2012/13



Source: Eurydice.

Explanatory note

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

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

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

In Finland and Sweden, teachers' basic remuneration is decided on the basis of negotiations between the education authorities and the trade unions and, consequently, there are no statutory salaries in the strict sense of the term. In Finland, teachers' salaries are agreed nationally as part of collective agreements for state and municipal civil servants in the education sector. These negotiations take place at intervals of 1-3 years, between the trade union for education and local authority employers. In Sweden, teachers' salaries are performance-based and the agreements at local level provide the framework within which teachers' salaries are negotiated on an individual basis. In Iceland, teachers' salaries are established at local level for pre-primary and compulsory education, and in Estonia and Croatia for pre-primary education. In Norway, the minimum statutory salaries for teachers are negotiated at central level but municipalities are free to increase the minimum statutory salaries in direct negotiations.

Salaries in private grant-aided schools are generally subject to the same rules as public schools

Private grant-aided (or private government-dependent) schools ⁽²⁾ receive the majority of their funding from public authorities. The salary arrangements for teachers and school heads in these schools are usually based on the same calculation methods and basic statutory salary references as in the public sector. In Spain, every year, the general state budget establishes the mechanism for funding the salaries of teachers in private grant-aided schools, which can then be increased by each Autonomous Community. The actual salaries of these teachers are determined by the salary scales belonging to the relevant collective agreement and the results of negotiations between the employers' organisation and the teachers' unions. The minimum salary for staff covered by the agreement comprises: basic salary, bonus linked to length of service, additional allowances and extra payments (paid twice every year). In Hungary, the Labour Code is applied when calculating teachers' basic statutory salaries in the private sector; nevertheless, according to the Public Education Act, teachers' basic statutory salaries in private grant-aided schools cannot be lower than in public schools.

In private independent schools ⁽³⁾, salaries are defined on an individual contractual basis but always follow any national labour legislation/code of practice. In Denmark, teachers at private independent primary and lower secondary schools have to negotiate their salaries individually, but can obtain help from the Danish union of teachers. In Portugal, private independent schools determine their teachers' salaries according to a pay scale which is different from that used in public schools, but statutory salaries in public schools are used as non-binding guidelines.

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

⁽²⁾ For the definition of private grant-aided schools, see Part III: Definitions.

⁽³⁾ For the definition of private independent schools, see Part III: Definitions.

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

In order to compare public expenditure on teacher remuneration across countries, one of the most commonly used indicators is the relationship of the minimum or maximum statutory salaries to the per capita Gross Domestic Product (GDP), an indicator of the standard of living in a country. A teacher's statutory salary is generally based on a salary scale with a number of levels or grades. Teachers may move from a lower to a higher level in accordance with a set of criteria such as length of service, merit, further qualifications, etc. However, it should be noted that the basic statutory salary excludes salary allowances and benefits (with the exception of France where accommodation allowances are included), which may represent a significant proportion of a teacher's salary in some countries.

In around two-thirds of countries/regions, primary and lower secondary education levels have identical annual basic statutory salary for teachers compared to per capita GDP. The ratio is relatively higher at upper secondary level than at primary level in a bit less than half of the countries/regions examined. In Turkey, the minimum and maximum basic teacher salaries compared to per capita GDP in primary education are slightly higher than in secondary education.

In the great majority of countries, the minimum annual basic statutory salary for teachers is less than per capita GDP. The lowest ratio can be observed in Latvia, Lithuania, Romania and Slovakia, where the minimum salary at all education levels corresponds to less than 50 % of per capita GDP. On the other hand, the highest ratios can be seen in Spain (from 123 % at primary level to 149 % at secondary level – *Catedraticos*), Cyprus (129 %), Portugal (131 %) and Turkey (175 % at primary level and 161 % at secondary level).

The maximum statutory salary for teachers at all education levels is higher than per capita GDP in the majority of countries. The highest rate can be seen in Cyprus (283 %) and Portugal (243 %). In contrast, in Bulgaria, the Czech Republic, Estonia, Latvia, Lithuania and Slovakia, even the maximum statutory salary at all three levels of school education is still lower than per capita GDP.

When comparing teachers' salaries to per capita GDP, it is necessary to take into consideration the fact that a positive change in this indicator does not necessarily mean an increase in teachers' real purchasing power (see Figure 4). This is the case in countries where the per capita GDP decreased due to the budgetary and financial crisis, while statutory salaries remained unchanged or fell by a lower rate than the per capita GDP.

Finally, the relationship between the minimum and maximum annual basic statutory salary to the per capita GDP should be seen in the context of the number of years, or length of service, needed to obtain the maximum salary (see Figure 3).

Explanatory note (Figure 2)

The **basic gross annual statutory salary** is the amount paid by the employer in a year, including general increases to salary scales, the 13th month and holiday-pay (where applicable) but excluding the employers' social security and pension contributions. This salary does not include other salary allowances or financial benefits. The **minimum salary** is the basic gross salary received by teachers in the above-mentioned circumstances at the start of their career. The **maximum salary** is the basic gross salary received by teachers and school heads in the above-mentioned circumstances on retirement or after a certain number of years of service. The maximum salary includes only increases related to length of service and/or the age. For information regarding decision-making level, see Figure 1.

The values indicated in the diagram are obtained by establishing a relationship between the minimum and maximum basic gross annual statutory salary in national currency and GDP per capita (at current prices in national currency) in the country concerned. The reference calendar year for GDP per capita is 2012. Source: Eurostat (data extracted July 2013). The reference period for salaries is the 2012/13 school year or the calendar year 2013.

Figure 2: The minimum and maximum annual gross statutory salary of full-time fully qualified teachers in public schools relative to per capita GDP (ISCED 1, 2, and 3), 2012/13



Source: Eurydice.

Country specific notes

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

Belgium (BE nl): Data from 2011/12 school year. At ISCED 2-3, only data on salaries of teachers in general education are considered.

Bulgaria: The teachers' basic statutory salaries indicated have been in force since 1st January 2013.

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

Denmark: At ISCED 3, (a) Data on teachers' salaries in general upper secondary education; (b) data on teachers' salaries in vocational upper secondary education.

Germany: Data on teachers' minimum and maximum basic statutory salaries for the school year 2010/11 are available on the National Data Sheet (Part II).

Greece: Data on the salaries of teachers who have completed university education (the majority of teachers in Greece). GDP per capita data: provisional data.

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

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

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

Hungary: At ISCED 2-3, the indicated maximum statutory salary concerns teachers with an MA and a postgraduate qualification.

Cyprus: GDP per capita data: provisional data.

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

Finland: The maximum gross annual statutory salary is a minimum salary with all age increments as the agreements do not define a maximum statutory salary. The amount of maximum salaries may vary considerably depending on teachers' years of service and individual increments. Reference year: 2012.

Sweden: Since there are no statutory salaries, the indicated data for minimum and maximum salaries corresponds to the 10th and 90th percentiles respectively. Source: Statistics Sweden. Reference year: 2011/12. At ISCED 3, (a) Data on the salaries of general teachers; (b) Data on the salaries of vocational teachers.

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

Liechtenstein: At ISCED 2, (a) Data on salaries of *Gymnasium* teachers; (b) Data on salaries of *Oberschule/Realschule* teachers. GDP per capita is from 2010.

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

Turkey: GDP per capita is from 2011.

The relative increase in teachers' salaries is correlated to the number of years needed to obtain the maximum salary

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

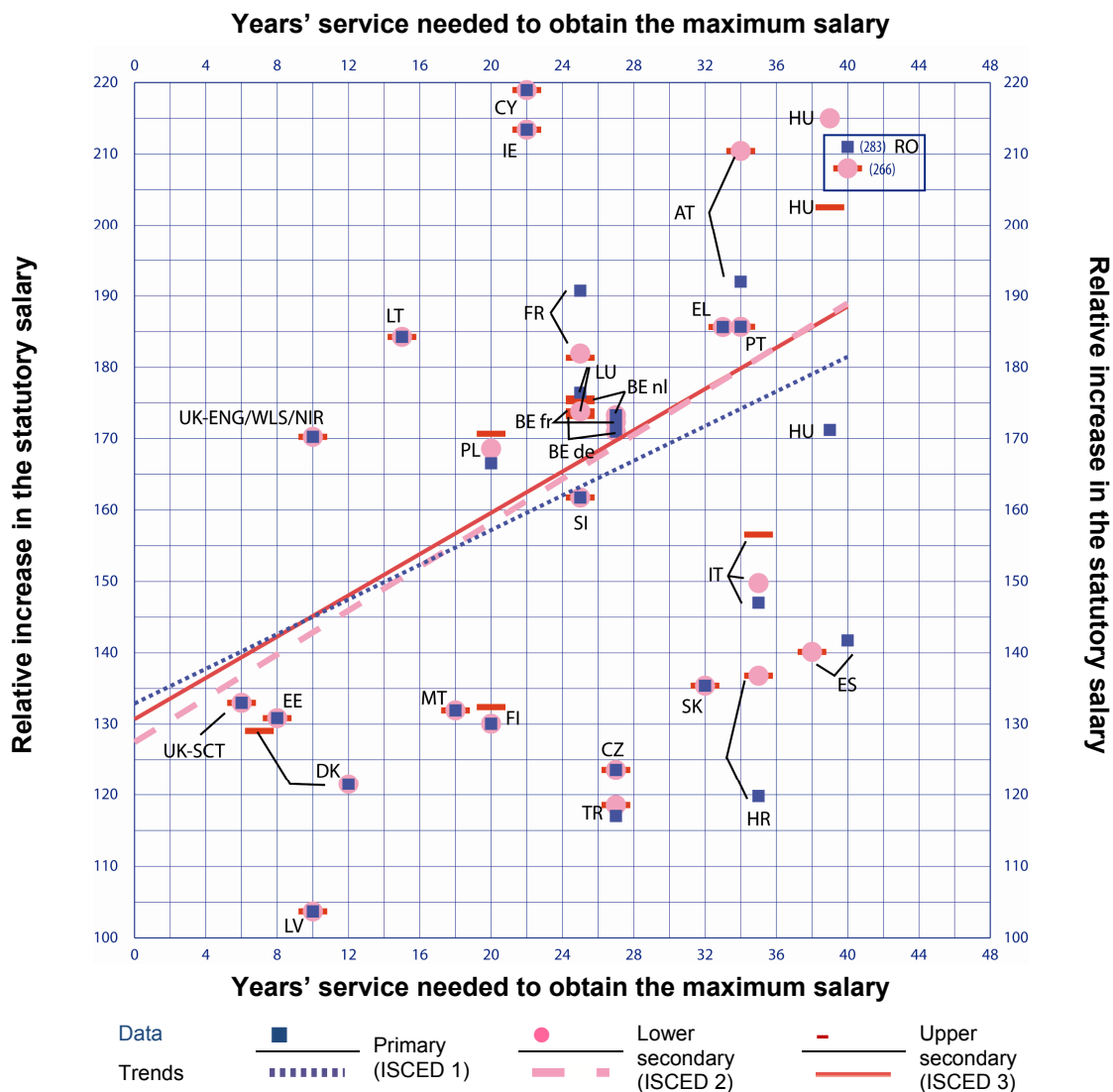
The difference between the minimum and maximum annual gross statutory salaries varies considerably between countries. In almost one third of countries/regions, teachers may receive an increase of between 17 and 40 %; while in another third of countries/regions, the increase may be between 60 and 90 %. The maximum statutory salaries are more than double the starting salaries in Ireland, Cyprus, Hungary (secondary level), Austria (secondary level) and Romania. In contrast, the lowest percentage increase is found in Latvia, where this ratio is around 4 %.

In the majority of countries, the average service that a teacher must complete to reach the maximum basic statutory salary is between 15 and 35 years. In Spain, Hungary and Romania, it takes between 38 and 40 years to reach the maximum statutory salary. On the other hand, in Denmark, Estonia, Latvia and the United Kingdom, a teacher with 12 years' professional experience or less can already be at the top of the salary scale.

At all three education levels, the level of the increase from the minimum to the maximum statutory salary correlates positively with the length of service. The three countries with the biggest differences between the maximum and minimum salaries (more than 90 %) and the highest number of years needed to obtain it (34 years or more) are Hungary (secondary level), Austria and Romania. At the opposite end of the scale in Denmark, Estonia, Latvia and the United Kingdom (Scotland), teachers with less than 13 years' experience can reach the maximum statutory salary, which is approximately 30 % higher than the minimum.

However, a few countries are not concerned by this positive correlation. For example in Lithuania and the United Kingdom (England, Wales and Northern Ireland), the maximum statutory salary is 70 to 85 % higher than the minimum, but teachers can earn this maximum wage after only 10 to 15 years. At the other end of the scale, in the Czech Republic (after a recent reform to increase the minimum salary), Spain, Slovakia, Croatia and Turkey, the maximum salaries are up to 40 % higher than those for beginning teachers, but teachers reach these only after 27 or more years' service.

Figure 3: Relationship between the relative increase in statutory salaries in primary, lower secondary and upper secondary education and the length of service needed to obtain the maximum salary (ISCED 1, 2 and 3), 2012/13



Source: Eurydice.

Explanatory note

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

Country specific notes

Belgium (BE nl): Data from 2011/12 school year. At ISCED 2-3, only data on teachers' salaries in general education are considered.

Bulgaria: Junior teachers become senior teachers after 10 years' professional experience and, after that, chief teachers, who receive the maximum basic statutory salary.

Germany: The different *Länder* are responsible for setting basic statutory salaries. Given the complexity and wide variety of circumstances, there is no data on the average number of years needed to obtain the maximum statutory salary.

Ireland: The service required to reach the maximum salary is: 22 years for secondary level teachers and 23 years for primary teachers appointed prior to 1st January 2011; 25 years for teachers appointed in the period from 1st January 2011 to 1st February 2012; and currently 22 years for teachers appointed on or after 1st February 2012.

Spain: The total amounts correspond to average salaries in public education, calculated as a weighted average of the salaries in the different Autonomous Communities. Only data on general teachers is shown.

France: At ISCED 1, the minimum and maximum salaries refer to the statutory wage of a *Professeur des écoles* and include an accommodation allowance. At ISCED 2 or ISCED 3, minimum and maximum salaries refer to the statutory wage of a *Professeur certifié* and include a bonus for tutoring and bonus for extra teaching time.

Italy: Data is for teachers with a *Laurea magistrale* (Master degree)

Hungary: At ISCED 2-3, the indicated maximum statutory salary concerns teachers with an MA and a postgraduate qualification.

Netherlands: Data not available

Austria: At ISCED 2, data on the salaries of *Allgemeinbildende Höhere Schule* teachers.

Finland: Maximum salaries may vary considerably depending on teachers' years of service and individual increments. The information shown provides an estimate of the annual basic gross maximum salary.

Sweden: There is no salary scale. Individual teachers' salaries are based on individual agreements between teachers and their employers and are not specifically linked to the number of years in the profession.

Liechtenstein: An age system to reach the maximum basic statutory salary does not apply, only a small proportion of the salary increases with age and years' service. The other part is performance based.

Norway: The number of years needed to obtain the maximum statutory salaries is not fixed.

In the majority of countries, the relative increase in the statutory salary and the length of service needed to reach the maximum are the same for primary and secondary level. However, in some countries, while the number of years' service needed to obtain the maximum salary is the same, the relative increase in statutory salaries varies according to the education level. For example, the relative increase in secondary education is higher than in primary education in Hungary (31 percentage points for upper secondary level and 44 percentage points for lower secondary level), Austria (18 percentage points) and Croatia (17 percentage points).

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

In 2013, teachers' purchasing power is at the same or a better level than in 2000

A real terms increase in teachers' statutory salaries is one of the main factors in determining whether they maintain their purchasing power. Increases to statutory salaries occur mainly due to three factors: salary reform in the education sector, adjustments to teachers' salaries to keep pace with the cost of living and general salary increases across the whole public sector. However, the absolute increase in salaries is not always translated into a real increase due to a higher rise in the cost of living. Moreover, the relatively high increases in the minimum statutory salaries apparent in some countries in Figure 4, can be explained by their very low levels in the reference year (2000), so the indicator must be interpreted with caution.

In the majority of countries, the minimum statutory salaries at constant prices increased between 2000 and 2009 both for primary as well as for upper secondary teachers. In twelve countries/regions, there was a considerable increase of more than 20 % for both primary and upper secondary teachers. Similar increases are also observed for primary education teachers in Spain, Luxembourg and Iceland, and for upper secondary education teachers in Poland.

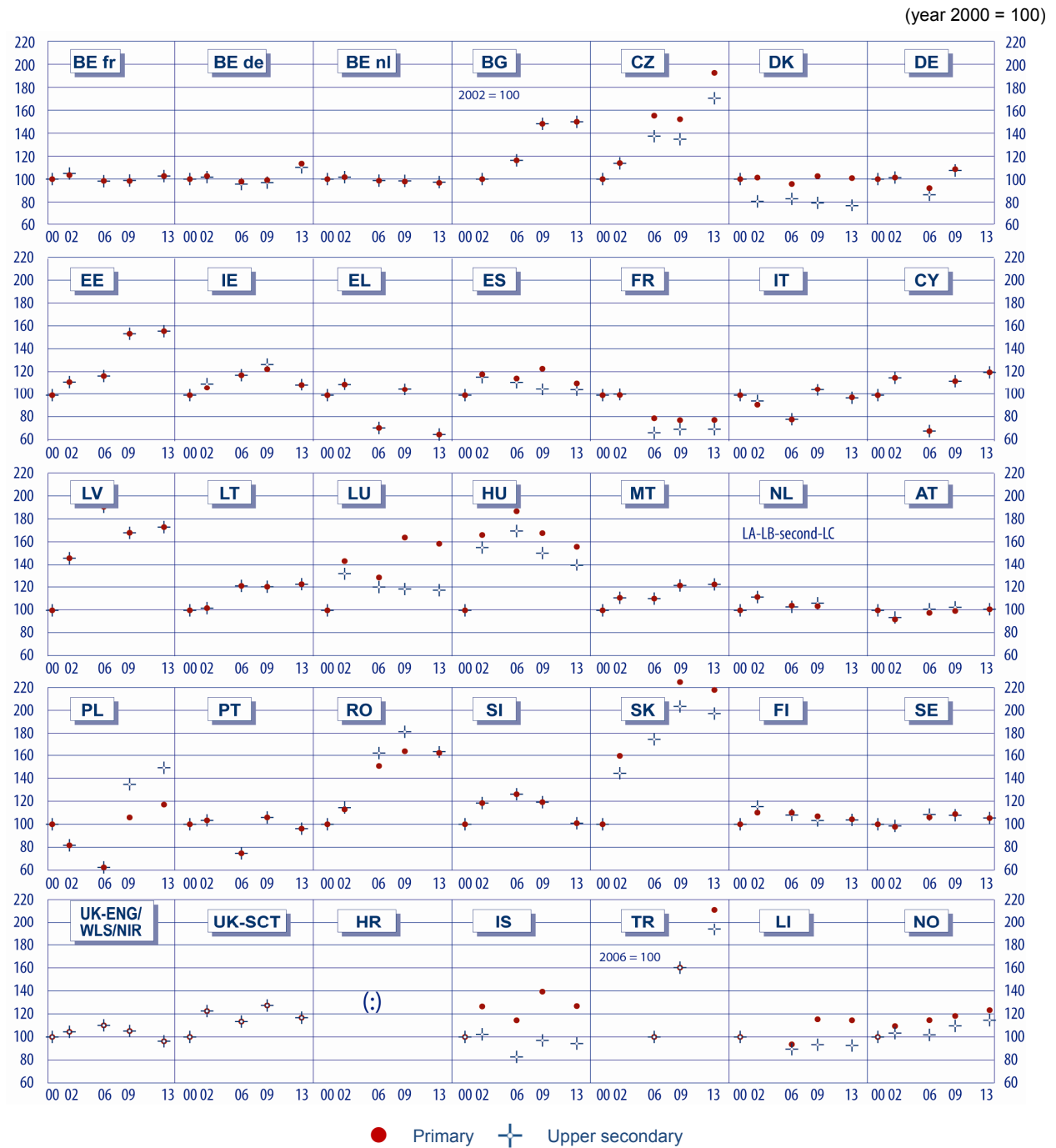
In the last few years, teachers' minimum statutory salaries have been directly affected by the economic downturn in the majority of countries. About half of European countries were obliged to apply salary cuts or salary freezes for public employees. In Italy, Portugal, Slovakia and the United Kingdom, the minimum statutory salaries at constant prices in 2013 were below those of 2009 by between 6 and 11 % for both primary and upper secondary teachers. In Ireland, Hungary and Slovenia, the decrease was between 11 % and 18 %. The most significant falls in minimum statutory salaries at constant prices for both primary and upper secondary teachers between 2009 and 2013 occurred in Greece (40 %). During the same period, a decrease in minimum statutory salaries at constant prices can also be observed for primary teachers in Spain and Iceland (13 %), and for upper secondary teachers in Romania (18 %).

Nevertheless, salary adjustments made in the period 2000-2009 allowed teachers to maintain or to increase their purchasing power in 2013 compared to 2000, with the exception of Greece. In the French Community of Belgium, Denmark (primary level), Italy, Spain, Austria, Portugal, Slovenia, Finland, Sweden and the United Kingdom (England, Wales and Northern Ireland), teachers received salaries that maintained their purchasing power at a similar levels to 2000.

In Bulgaria, Estonia, Hungary and Romania, the increase in statutory salaries at constant prices in 2013 compared to 2000 was between 40 % and 60 %, while in Latvia, it was more than 70 %. Finally, in

countries such as the Czech Republic (primary level), Slovakia and Turkey, the absolute increase in salaries was followed by a significant increase in real terms – more than 90 % in 2013 compared to the reference year. However, these countries are still among those with the lower teachers' salaries in absolute terms compared to the majority of countries in Europe (see National Data Sheets, Part II).

Figure 4: Trends in the minimum basic gross annual statutory salary in PPS EURO (at 2000 prices) for teachers in primary and upper secondary education (ISCED 1 and ISCED 3), 2000, 2002, 2006, 2009 and 2013



X axis: Reference years; 2000, 2002, 2006, 2009 and 2013 Y axis: Relative percentage increase, year 2000 = 100
 Source: Eurydice.

Explanatory note

Data used for the calculation of the trend in minimum statutory teachers' salaries are from *Key Data on Education in Europe* 2012, 2009, 2005, 2002 data collections. For some countries, the represented index data might be inconsistent due to a change in the reporting methodology. The annual basic statutory salaries have been converted into purchasing power standard based on the Euro (PPS – see the 'Glossary and Statistical Tools' section) (provisional data for 2013) to eliminate price differences between countries and deflated by the EU-27 GDP price index (base year 2000) (forecast data for 2013). Source: Eurostat (data extracted July 2013). The annual growth index is calculated by dividing the statutory salaries for the relevant year converted into EURO PPS and deflated

to the 2000 EU-27 price index by the statutory salary converted in EURO PPS for 2000 multiplying the result by 100. 2000 = 100, except in the case of Bulgaria where it is 2002 and Turkey 2006.

Country specific notes (Figure 4)

Belgium (BE nl): For 2013, data are from the 2011/12 school year. At ISCED 3, only data on teachers' salaries in general education are considered.

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

France: At ISCED 3, the minimum salary refers to the statutory wage of a *Professeur certifié* and includes a bonus for tutoring and a bonus for extra teaching time. There is a possible break in the series between 2002 and 2006 due to a change in the reporting methodology.

Sweden: For 2013, data are from the 2011/12 school year. Since there are no salary scales or statutory salaries, the indicated data for minimum and maximum salaries corresponds to the 10th and 90th percentiles respectively.

United Kingdom (ENG/WLS/NIR): The drop in minimum salaries is in part explained by the change in reporting methodology. Data for earlier years included inner London weighting.

About half of European countries examined experienced a salary freeze or a salary cut in both 2011/12 and 2012/13

In almost all European countries, governments applied the same policies in relation to teachers' salaries over the 2011/12 and 2012/13 academic years.

During this period, in about half of countries, a salary freeze or salary cut for public employees was applied due to the effect of the economic downturn and the pressure on the public finances. In Greece, Portugal and Slovenia, teachers' statutory salaries decreased due to a general salary adjustment for all public employees. In one third of countries, as an intermediate solution, no cuts were applied to teachers' statutory salaries, but they were not indexed-linked to inflation levels. Their absolute values were maintained, but the actual purchasing power decreased (see Figure 4).

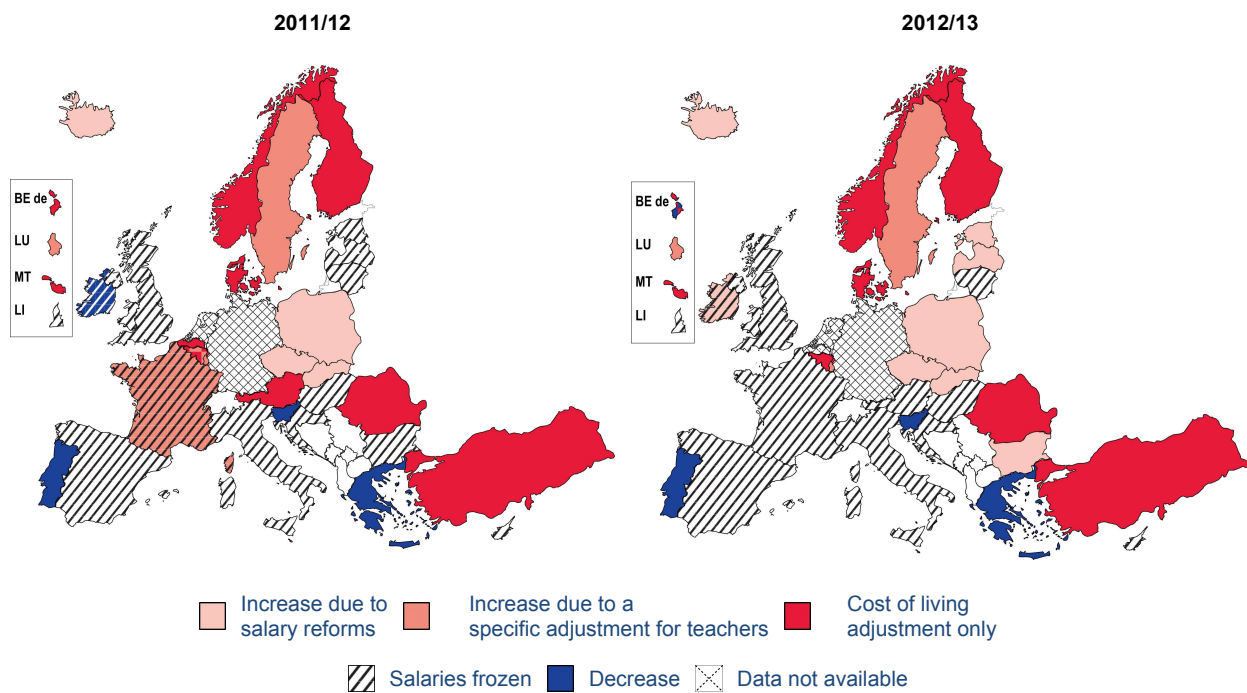
In six countries, an increase in teachers' salaries was awarded in both 2011/12 and 2012/13. For example, in the Czech Republic, an increase in teachers' salaries was one of the priorities defined by the government in 2010. In Poland, the 3.8 % increase in teachers' salaries since 1st of September 2012 was a continuation of the government campaign to achieve a 50 % growth in teachers' salaries by 2012 compared to 2007.

Finally, in seven countries/regions, an adjustment in line with the cost of living was applied in both 2011/12 and 2012/13.

Among the countries where the situation in terms of teachers' salaries differed in 2012/13 compared to 2011/12, budgetary restrictions were applied in only two countries/regions. In the German-speaking Community of Belgium, the Parliament adopted a 'Crisis decree' in July 2012, which included, among other education measures, a temporary reduction of salaries by 2 % (1 % in January 2013 and 1 % in January 2014). In Austria, while an adjustment for the cost of living was made in 2012, teachers' salaries remained frozen in 2013.

In contrast, in a few countries, after some budgetary restrictions in 2011/12, teachers' salaries increased in 2012/13. For example, in Bulgaria, starting from 1st January 2013, gross monthly statutory salaries were increased in accordance with an ordinance for staff salaries in public education. In Estonia, teachers' minimum statutory salaries were increased starting from 2013. In Latvia, from September 2012, teachers' basic salaries have increased by 10 %, in accordance with the Memorandum of Understanding signed between the Ministry of Education and Science, Latvian Education and Science Employees Trade Union and the Association of Latvian Education Directors (LIVA). In Ireland, teachers' salaries in 2011/12 remained the same as in 2010/11. However, the qualification allowances payable to teachers ceased for those newly appointed after 1st February 2012, although salary scales for teachers appointed after that date were adjusted to compensate for the loss of the allowances.

Figure 5: Changes in teachers' statutory salaries in absolute terms in the public sector in 2011/12 and 2012/13 compared with the previous year (ISCED 0, 1, 2 and 3)



Source: Eurydice.

Explanatory note

The figure presents the absolute changes in the basic gross annual statutory salary for teachers for 2011/12 and 2012/13 compared with the previous year without taking inflation into consideration.

The increase or decrease shown on the figure is for basic gross annual statutory salaries defined as the amount paid by the employer in a year, including general increases to salary scales, the 13th month and holiday-pay (where applicable) excluding employers' social security and pension contributions. This salary does not consider personal income tax or other taxes paid by the employee and does not include other salary allowances or financial benefits (related, for example, to further qualifications, merit, overtime, additional responsibilities, geographical location, teaching classes in challenging circumstances, or accommodation, health or travel costs).

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

Country specific notes

Estonia: The increase concerns minimum statutory salaries.

France: There was no general index-linking of salaries in 2011, 2012 and 2013. However, in 2011, a salary adjustment was made for teachers at the bottom of the pay scale, with a second adjustment following in 2012; both involved upgrading teachers to a higher level on the pay scale.

Cyprus: All retirement benefits (pensions, redundancy payments, etc.) and all the deductions relating to social security and pensions are calculated on the basis of the basic gross annual statutory salaries that are frozen. The gradual deduction of monthly salaries is applied, which is not considered in the figure (see National Data Sheet).

Malta: The increase in salary is due to the coming into force of a new Collective Agreement for all public service employees granting them a 2.5 % annual salary increase for the years between 2011 and 2016.

Sweden: Since there are no statutory salaries, the increase is due to individual negotiations at local level.

Iceland: The increase in salaries is due to the new wage contract for pre-primary and compulsory education teachers, increasing the salary levels.

Around half of European countries pay allowances to teachers for excellence in teaching

Teachers' basic salaries generally increase along with their length of service (see Figure 3). However, various allowances may be added to the basic salary, and these can make up a considerable proportion of teachers' take-home pay. Additional allowances can be granted, for example, for extra qualifications; as a result of performance management procedures based on appraisals of teachers' work and/or students' examination results; for teaching in challenging circumstances or working with students with special needs; for teaching in remote or expensive geographical areas; as well as for overtime worked.

Almost one third of countries/regions offer all or almost all of the types of allowances mentioned above. At the other end of the spectrum, in education systems such as in Belgium (French and Flemish

Community), Cyprus, Portugal, the United Kingdom (Scotland) and Liechtenstein, only one or two of these allowances exist.

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

Continuing professional development (CPD) is considered as a professional duty for teachers in the great majority of European countries. In some countries, for example in Lithuania, Romania and Slovenia, CPD participation is moreover a prerequisite for career advancement and salary increases ⁽⁴⁾. Only about one third of countries/regions provide teachers with financial allowances for obtaining further qualifications through CPD.

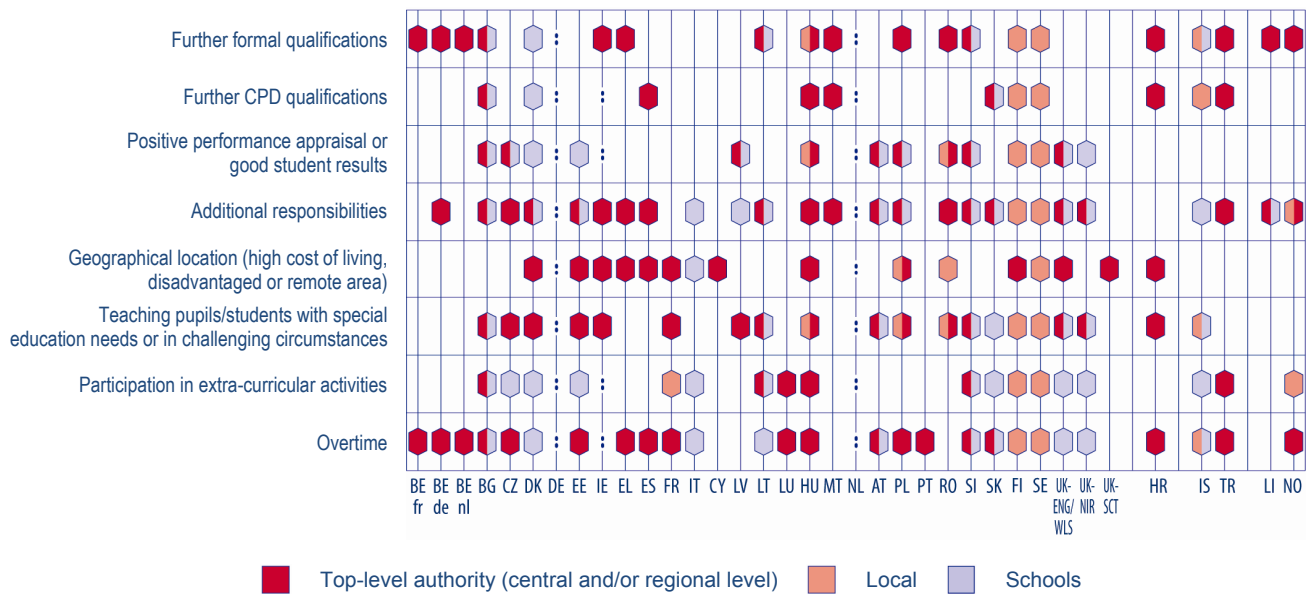
In more than one third of the countries/regions, teachers may be rewarded for the quality or value of their work by additional payments following a **performance appraisal or based on their students' examination results**. In the Czech Republic, this allowance is usually 3.9 % and in Latvia between 7 % and 12 % of the statutory salary. In Poland, a specific 'motivation incentive' is granted by the school head, in agreement with the local authorities, for good teaching, for introducing effective innovation into teaching practices, strong commitment to teaching activities and for exceptional performance in carrying out tasks and duties. Finally, in the United Kingdom (England, Wales and Northern Ireland), each school carries out a performance appraisal and, subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale.

In the majority of countries/regions provide financial allowances for teachers who **cater for pupils with learning difficulties or special needs in mainstream classes**. This kind of bonus is usually awarded in the case of pupils with special educational needs, but other criteria such as teaching children with language difficulties, children of different ages in the same class, or pupils with low levels of attainment are sometimes taken into account. In Slovenia, for example, allowances are provided for teaching bilingual classes. In Sweden, the presence in class of pupils with learning difficulties or special needs may be taken into account in individual salary negotiations.

In some countries, **participation in extra-curricular activities** is remunerated as overtime but in others specific allowances are granted for such work. For example, in Slovenia, teaching outdoor classes (*šola v naravi*) is remunerated by up to an extra 20 % of the basic salary for 6 hours per day in primary and lower secondary education. In addition, for workshops, sports and other extra-curricular activities (*interesne dejavnosti*), EUR 11.94 per hour is paid at all levels of compulsory education.

⁽⁴⁾ See EACEA/Eurydice, 2013, Key Data on Teachers and School Leaders in Europe. [Online] Available at: http://eacea.ec.europa.eu/education/eurydice/documents/key_data_series/151EN.pdf [Accessed 15 July 2013].

Figure 6: Salary allowances and complementary payments for teachers in public schools, with the levels of authority responsible for decision-making (ISCED 0, 1, 2 and 3), 2012/13



Source: Eurydice.

Explanatory note

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

Country specific notes

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

Bulgaria: Decision on teachers' allowances can also be taken at local level.

Germany: Data for the 2010/11 school year are available on the National Data Sheet (Part II).

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

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

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

Furthermore, teachers in all European countries, with the exception of Cyprus, Latvia, Malta, Romania, the United Kingdom (Scotland) and Liechtenstein, receive **additional payments for working overtime**, i.e. working time which exceeds the number of working hours specified in the contract of employment or conditions of service. In many cases, the hourly overtime rate is defined by top-level authorities as a specific percentage of the basic salary per hour. In Bulgaria, Greece, Spain and Turkey, a specific fixed amount is determined by top-level authorities.

Almost half of the countries/regions examined provide financial allowances related to the **geographical location of the school** in which teachers work. These adjustments generally take the form of incentives intended to encourage teachers to accept posts in remote, rural or socially disadvantaged regions and are defined by top-level authorities. They may also be offered other allowances for working in regions such as those of capital cities with an above average cost of living. Eligibility criteria vary considerably from one country to the next. They may be of a geographical nature (remote or isolated areas) as in Denmark, Spain, Cyprus, Poland, Romania, Finland and the United Kingdom (Scotland). On the other hand, the criteria can be also of an economic nature (very high cost of living) as in France and the United Kingdom (England); or of a social nature (areas affected by considerable social exclusion, high risk areas

and areas with a high proportion of pupils from minority ethnic or linguistic backgrounds) as in Spain, France and Italy.

Conclusion

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

The minimum gross statutory salaries for teachers in primary and secondary education are lower than the national per capita GDP in the majority of countries. With regard to maximum gross statutory salaries, they are higher than per capita GDP at all educational levels in most countries.

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

The trend in the minimum basic gross annual statutory salary in PPS EURO (at 2000 prices) between 2000 and 2009 shows an increase in statutory salaries at constant prices in the majority of countries. In the last few years, however, teachers' gross statutory salaries have been directly affected by the economic downturn in the majority of countries. Salary adjustments/increases made in the period 2000-2009 allowed teachers' to maintain or increase their purchasing power in 2013 compared to 2000 in all countries with the exception of Greece.

In almost all European countries, policies in relation to teachers' salaries did not change between 2011/12 and 2012/13. In about half of the countries, salary freezes or salary cuts for public employees were applied during both reference years due to the effects of the financial and economic crisis and the pressure on public finances.

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

PART II: NATIONAL DATA SHEETS

Belgium (French Community)	20
Belgium (German-speaking Community)	22
Belgium (Flemish Community), 2011/12	24
Bulgaria	26
Czech Republic	28
Denmark	29
Germany/Länder, 2010/11	32
Estonia	34
Ireland	36
Greece	38
Spain	40
France	42
Italy	44
Cyprus	46
Latvia	48
Lithuania	50
Luxembourg	52
Hungary	54
Malta	56
Austria	58
Poland	60
Portugal	62
Romania	64
Slovenia	66
Slovakia	68
Finland	70
Sweden, 2011/12	72
United Kingdom (England and Wales)	74
United Kingdom (Northern Ireland)	76
United Kingdom (Scotland)	78
Croatia	80
Iceland	82
Turkey	84
Liechtenstein	86
Norway	88

BELGIUM (FRENCH COMMUNITY)

DECISION-MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level
The community level is referred to as the central level.	

SALARIES IN THE PRIVATE SECTOR
Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	30330	52266	No data
Primary	30330	52266	No data
Lower secondary	30330	52266	No data
Upper secondary	37738	66135	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.

Data on gross annual statutory salaries are from the Ministry of the French Community. The amounts for 2012/13 are the minimum and maximum basic statutory salaries implemented by the index of January 2013.

SALARY INCREASE/DECREASE
<p>2012/13: ↑: General salary adjustment to the rise in cost of living for all public and private employees</p> <p>In 2012/13, an index has been implemented (January 2013), which increased the basic gross salary by 2%. Previous index has been implemented in March 2012, which increased the basic gross salary by 2%.</p>

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications	Central
Bachelor degree is required for pre-primary, primary and lower secondary school teachers. If these school teachers complete in addition a specific master degree, they will receive a salary that is defined for upper secondary school teachers for whom a master degree is required.	
Further CPD qualifications	
Not applicable	
Positive teaching performance appraisal or students' results	
Not applicable	
Additional responsibilities	
Not applicable	
Geographical location (high cost of living, disadvantaged or remote area)	
Not applicable	
Teaching pupils/students with special education needs or challenging circumstances	
Not applicable	
Participation in extracurricular activities	
Not applicable	
Overtime	Central
Only for teaching in courses in social advancement education	

BELGIUM (FRENCH COMMUNITY)

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level
The community level is referred to as the central level.	

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on gross annual statutory salaries are from the Ministry of the French Community. The amounts for 2012/13 are the minimum and maximum basic statutory salaries implemented by the index of January 2013.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary, < 72 pupils	34571	59219	No data	
Pre-primary, 72-140 pupils	36009	60657		
Pre-primary, 141-209 pupils	37446	62094		
Pre-primary, > 209 pupils	38883	63532	No data	
Primary, < 72 pupils	34571	59219		
Primary, 72-140 pupils	36009	60657		
Primary, 141-209 pupils	37446	62094	No data	
Primary, > 209 pupils	38883	63532		
Secondary D1 only	38877	66135		
Secondary D1+D2+D3 or D2+D3	49431	78916	No data	

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

BELGIUM (GERMAN-SPEAKING COMMUNITY)

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

The community level is referred to as the central level.

**SALARIES IN
THE PRIVATE SECTOR**

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

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	30039	51362	No data
Primary	30039	51362	No data
Lower secondary	30039	51362	No data
Upper secondary	37614	65142	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.

Data on gross annual statutory salaries are from the Ministry of the German-speaking Community and correspond to the indexed gross salary on January 2013 (index = 1.6084).

**SALARY
INCREASE/DECREASE**
2012/13:

↑ : General salary adjustment to the rise in cost of living for all public and private employees

↓ : Reform of teachers salaries

Reform of teachers' salaries: on 16 July 2012, the Parliament of the German-speaking Community of Belgium has adopted a 'Crisis decree' which includes, within other measures in the education sector, a temporary reduction of salaries. They are reduced by a total of 2 % (1 % in January 2013 and 1 % in January 2014). The reduction shall be taken back in two stages in January 2018 and January 2019.

General salary adjustment to the rise in cost of living for: the index increased on 1 January 2013: 1.6084.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications
Central

Bachelor degree is required for pre-primary, primary and lower secondary school teachers. If these school teachers complete in addition a master degree, they will receive a salary that is defined for upper secondary school teachers for whom master degree is required.

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities
Central

Fixed amounts

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime
Central

% of the basic salary

BELGIUM (GERMAN-SPEAKING COMMUNITY)

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level
The community level is referred to as the central level.	

SALARIES IN THE PRIVATE SECTOR
Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on gross annual statutory salaries are from the Ministry of the German-speaking Community. School heads of secondary education institutions receive an additional bonus depending on the number of students in the school:
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	39426	65141	No data	- schools with more than 600 pupils: EUR 424.20 x 12 months x 1.6084 (index) = EUR 8187.40 per year;
Primary	39426	65141	No data	- schools with less than 600 pupils: EUR 282.74 x 12 months x 1.6084 (index) = EUR 5457.11 per year.
Lower secondary	48311	78020	No data	Nursery school and primary school constitute the so-called elementary school (<i>Grundschule</i>). Each elementary school has a school head. In secondary school, the school head is responsible for lower and upper secondary school. The minimum salary for school heads in secondary school is very high, as it takes at least 19 years in service to become a school head.
Upper secondary	48311	78020	No data	

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

BELGIUM (FLEMISH COMMUNITY), 2011/12

DECISION-MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level
The community level is referred to as the central level.	

SALARIES IN THE PRIVATE SECTOR
Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	29662	51399	43169	Data on gross annual statutory salaries are calculated for the school year 2011/12. The data contain the gross payments as regulated by decrees and resolutions (and multiplied by the index of January 2012). At secondary level, only teachers in general education in public schools are considered. Data on average salaries are from the Database of the Ministry of Education. Only full-time teachers aged 25 to 64 in public schools with a permanent appointment in school year 2011/12 are taken into account in the overall annual actual gross salary. For secondary education, teachers with a permanent appointment in general education in public schools are taken into account.
Primary	29662	51399	43557	
Lower secondary	29662	51399	42514	
Upper secondary	37061	65086	53832	

SALARY INCREASE/DECREASE
<p>2011/12: ↑ : General salary adjustment to the rise in cost of living for all public and private employees</p> <p>In 2011/12, an index has been implemented.</p>

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
<p>Further formal qualifications Different fixed amounts according to different qualifications: min EUR 41.38 per month; max EUR 124.16 per month</p> <p>Further CPD qualifications Not applicable</p> <p>Positive teaching performance appraisal or students' results Not applicable</p> <p>Additional responsibilities Not applicable</p> <p>Geographical location (high cost of living, disadvantaged or remote area) Not applicable</p> <p>Teaching pupils/students with special education needs or challenging circumstances Not applicable</p> <p>Participation in extracurricular activities Not applicable</p> <p>Overtime Maximum - 140 % of the basic salary</p> <p>Nothing has been changed in the regulation of getting salary allowances for the teachers since the school year 2010/11.</p>	<p>Central</p> <p>Central</p>

BELGIUM (FLEMISH COMMUNITY), 2011/12

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

The community level is referred to as the central level.

**SALARIES IN
THE PRIVATE SECTOR**

School heads' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	38885	65762	61281
Primary (< 180 pupils/100 pupils in Brussels)	38885	60623	60864
Primary (>= 350 pupils)	44024	65762	
Lower secondary	44024	65762	63597
Upper secondary	51423	79449	75121

Data on gross annual statutory salaries are for the school year 2011/12. For pre-primary and primary schools, there are different school heads' basic salaries for schools with less than 180 pupils (less than 100 pupils in Brussels), from 180 to 349 pupils (from 100 to 349 pupils in Brussels) and equal to or more than 350 pupils.

In lower and upper secondary schools, there are different scales depending on whether or not the school head has teaching responsibilities. The scales mentioned are those without teaching responsibility. There is also a distinction between schools with specific profiles in vocational education, artistic education, etc. The data contain the brute payments as regulated by the decrees and resolutions (and multiplied by the index of January 2012).

Data on average actual salaries are from the Database of the Ministry of Education for salary payments. Ref. year: 2011/12 school year. Only school heads aged 25 to 64 in public schools are taken into account in the overall annual actual gross salary.

SALARY ALLOWANCES FOR SCHOOL HEADS
**Decision-making
levels**
Further formal qualifications

Different fixed amounts according to different qualifications: min EUR 41.38 per month; max EUR 124.16 per month

Central
Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

School heads that get the qualification from 01/09/2010 on do not get the allowances anymore. If they have got it before 01/09/2010, the allowance can still be granted. According to the individual situation of the school head, the school head is awarded a salary allowance or not.

BULGARIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Monthly work salaries of the pedagogical and non-pedagogical staff in the public education system units are determined by Ordinance N° 1/2010 issued by the Minister of Education, Youth and Science.

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools determine their basic statutory salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		BGL	EUR
	BGL	EUR	BGL	EUR		
Pre-primary	6000	3068	8550	4372	8676	4436
Primary	6000	3068	8550	4372	8676	4436
Lower secondary	6000	3068	8550	4372	8676	4436
Upper secondary	6000	3068	8550	4372	8676	4436

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: junior teachers after 10 years of professional experience are eligible to become senior teachers and after that chief teacher, who will obtain the maximum basic statutory salary.

Data on gross annual statutory salaries are from the Ordinance N° 1/2010, amended on 1st January 2013. Minimum amount is calculated as follows: BGL 500 x 12 months = BGL 6000. Teachers may receive up to 3 extra payments if there is enough money in the budget. Therefore, maximum amount is calculated as follows: BGL 570 x 15 months = BGL 8550. Without 3 extra payments, maximum statutory salary is equal to BGL 570 x 12 months = BGL 6840. Up to 31 December 2012, the min and max statutory salaries were as follows:

Minimum: BGL 450 x 12 months = BGL 5400

Maximum: BGL 516 x 15 months = BGL 7740.

Data on monthly average actual salaries are from the National Statistics Institute. They refer to the average salaries for the educational public sector as a whole (pedagogical and non-pedagogical staff and teachers in the universities). Calculation method: the average actual salary for the first trimester of 2013 (BGL 723) is multiplied by 12 months. Sources: <http://www.nsi.bg/otrasal.php?otr=26&a1=705&a2=706&a3=907&a4=908#cont>

**SALARY
INCREASE/DECREASE**

2012/13:

↑ : Reform of teachers salaries

Increase in teachers' salaries since 1 January 2013.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications

Fixed amounts between BGN 12 and 65 per month

Central | Local | School

Further CPD qualifications

Fixed amount: BGN 21 per month

Central | Local | School

Positive teaching performance appraisal or students' results

Received points according defined criteria established in the Ordinance

Central | Local | School

Additional responsibilities

Fixed amount: BGN 25 per month

Central | Local | School

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Between 4-16 % of the min basic salary for the category of the teacher

Central | Local | School

Participation in extracurricular activities

Calculated like additional hours, paid as lecturers

Central | Local | School

Overtime

Fixed minimum amounts per hour between BGN 3.50 and BGN 5.00 according to the teacher's category, educational level and qualification.

Central | Local | School

The Collective labour agreement, signed in June 2012 between the Minister of Education, Youth and Science and the trade unions for education defines the various salary allowances and also their amounts concerning state and municipal schools. Where the allowances are not defined in the Collective agreement, the schools themselves define the conditions and the methods for calculation of allowances considering their annual budgets and the applicable general rules.

BULGARIA

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Rules for determination of the school heads' salaries of the municipality and state schools are issued by the Minister of Education, Youth and Science. They are yearly amended. The last amendment is from 2013 and is connected to the amendment of the Ordinance No 1/2010 for the salaries of the staff in the public education system units.

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools determine their basic statutory salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		BGL	EUR
	BGL	EUR	BGL	EUR		
Pre-primary	7920	4049	11040	5645	No data	No data
Primary(> 1400 pupils)	10080	5154	11040	5645	No data	No data
Primary (<= 50 pupils)	7920	4049	8640	4418	No data	No data
Lower secondary (> 1400 pupils)	13440	6872	14280	7301	No data	No data
Lower secondary (<= 50 pupils)	7920	4049	8640	4418	No data	No data
Upper secondary (> 1400 pupils)	13440	6872	14280	7301	No data	No data
Upper secondary(<= 50 pupils)	7920	4049	8640	4418	No data	No data

Statutory salaries are defined by the Rules for determination of the work salaries of the heads of the municipal and state schools and units for 2013. The minimum and maximum basic statutory salaries depend on the number of pupils in the school and the type of school. The scale increases on 100 pupils (except first 2 levels from 1 to 50 and from 50 to 100 pupils). Primary schools can hardly enrol 1400 pupils.

SALARY ALLOWANCES FOR SCHOOL HEADS
Decision-making levels

Further formal qualifications Fixed amount: max BGN 100 per month	Central Regional Local
Further CPD qualifications Fixed amount: BGN 21 per month	Central Regional Local
Positive teaching/management performance appraisal Received points according defined criteria established in the Ordinance on allowances.	Central Regional Local
Additional responsibilities Fixed amount between BGN 50-500 per month	Central Regional Local
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Between 4 and 16 % of the min basic salary for the category	Central Regional Local
Participation in extracurricular activities Calculated as additional hours	Central Regional Local
Overtime Fixed amount	

The Collective labour agreement defines the various salary allowances and also their amounts concerning state and municipal schools heads. The heads of the Regional Inspectorates for Education determine the amount of the salary allowances for the school heads based on the assessment results and the budget for salary allowances for all the school heads in the exact region. Those amounts which are not determined in the Ordinance N° 1, Rules and in the Collective labour agreement are defined in the Internal rules of each school.

CZECH REPUBLIC

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' salaries in private schools are contractual. However, they are regulated by the Labour Code and the minimum level of pay defined by Government is guaranteed.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		CZK	EUR
	CZK	EUR	CZK	EUR		
Pre-primary	180000	7320	279000	11346	266079	10821
Primary	244200	9931	301800	12273	309670	12593
Lower secondary	244200	9931	301800	12273	309219	12575
Upper secondary	244200	9931	301800	12273	323866	13171

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years.

Data on gross annual statutory salaries are from *Nařízení vlády o platových poměrech zaměstnanců ve veřejných službách a správě (Nařízení vlády)* [Government regulation on pay terms of employees in public services and administration (Government regulation)]: 6. 12. 2006, 564/2006, Sbírka zákonů ČR, částka 184/2006, s. 7706. (<http://portal.gov.cz/app/zakony/?path=/portal/obcan/>). Statutory salaries are based on salary scales 8-11 for ISCED 0 and salary scales 11-12 for ISCED 1-3. Ref. date: 01.01.2012.

Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2012. The data concerned are provided within the statistical survey by public schools and school facilities twice a year.

**SALARY
INCREASE/DECREASE**
2012/13:

↑ : Reform of teachers salaries

Teachers' basic statutory salaries increased at all education levels as a priority defined in 2010.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Central | School

Individual allowance, up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given category (usually the individual allowance amounts to 3.9 % of the gross salary).

Additional responsibilities

Central

- 1) Leadership of other employees set in a percentage of the highest salary steps in the given category: 5-40 % according to the level of leadership.
- 2) Supervision of pupils who are exposed to a heightened risk of injury due to use of machines, tools and apparatus: CZK 400-1000 monthly.
- 3) Allowance for a 'class teacher': CZK 400-1000 monthly.
- 4) Performance of specialized activities which requires further qualifications (coordination in the area of ICT, developing and co-ordination of School Framework Programmes, prevention of socially pathologic phenomena and activities related to the environmental education and to the spatial orientation of visually disabled children and pupils): CZK 1000-2000 monthly.

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Central

- 1) Teachers working with pupils/students with special educational needs in special schools, classes or groups (i.e. in those specially designed for these pupils/students): CZK 600-2000 monthly.
- 2) Teachers working in classes with pupils of different age: CZK 600-2000 monthly.

Participation in extracurricular activities

School

Individual allowance

Overtime

Central

An allowance equal to a double of the hourly average earnings for every hour of direct teaching.

The definition of a system of additional salary components is the responsibility of the central government. School heads are responsible for duties allocation among teachers and for the individual allowances and bonuses. Teachers working with pupils with special educational needs integrated to a mainstream school do not have a legal right to any special allowance compared to the teachers of special classes and schools, but the school head can grant them an individual allowance.

CZECH REPUBLIC

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries in private schools are contractual and are the responsibility of the school owner.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		CZK	EUR
	CZK	EUR	CZK	EUR		
Pre-primary	180000	7320	279000	11346	381319	15507
Primary	244200	9931	325200	13225	473132	19241
Lower secondary	244200	9931	325200	13225	473132	19241
Upper secondary	244200	9931	325200	13225	519789	21138

Statutory salaries are based on fully qualified teachers' salary scales 8-11 for ISCED 0 and salary scales 11-13 for ISCED 1-3. School heads receive in addition allowance for leadership (5-60 % of a teachers' salary according to the level of leadership), which is not included in the table.

Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2012. The data concerned are provided within the statistical survey by public schools and school facilities twice a year. There is a change in data collection methodology: due to the implementation of classification CZ-ISCO, it is not possible to divide salaries of school heads and deputy directors.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Individual allowance for particular school heads set by the founder of the school: up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given category (usually the individual allowance amounts to 11.2 % of the gross salary).	Central Regional Local
Additional responsibilities 1) Supervision of pupils who are exposed to a heightened risk of injury due to the use of machines, tools and apparatus: CZK 400-1000 monthly. 2) Allowance for a 'class teacher': CZK 400-1000 monthly. 3) Performance of specialized activities which requires further qualifications (coordination in the area of ICT, developing and co-ordination of School Framework Programmes, prevention of socially pathologic phenomena and activities related to the environmental education and to the spatial orientation of visually disabled children and pupils): CZK 1000-2000 monthly.	Central
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 1) Teachers working with pupils/students with special educational needs in special schools, classes or groups (i.e. in those specially designed for these pupils/students): CZK 600-2000 monthly. 2) Teachers working in classes with pupils of different age: CZK 600-2000 monthly.	Central
Participation in extracurricular activities Individual allowance	Central Regional Local
Overtime An allowance equal to the double of the hourly average earnings for every hour of direct teaching.	Central
School heads' allowances are set by the body which appoints them to the position.	

DENMARK

DECISION-MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
The teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent upper secondary schools. Teachers at private primary and lower secondary schools have to negotiate their salaries individually, but can obtain help from the Danish Union of Teachers (Danmarks Lærforening) or another trade union if they are members.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		DKK	EUR
	DKK	EUR	DKK	EUR		
Pre-primary	288794	38761	324781	43591	430671	57804
Primary	305517	41006	371299	49835	472870	63467
Lower secondary	305517	41006	371299	49835	472870	63467
General upper secondary	308880	41457	398640	53504	No data	No data
Vocational upper secondary	325320	43664	399896	53673		

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 12 years for pre-primary, primary and lower secondary education and 7 years for upper secondary education.

Data on gross annual statutory salaries are from the Danish Union of Teachers (*Danmarks Lærforening*) for ISCED 0, 1, 2 and from the National Union of Upper Secondary School Teachers (*Gymnasieskolernes Lærforening*) for ISCED 3.

Data on average salaries are found at <http://fidnet.dk/statistik/kommuneloenstat>. The period of reference is December 2012. Earning-related pension included.

SALARY INCREASE/DECREASE
<p>2012/13: ↑ : General salary adjustment for all public employees</p> <p>Based on the general agreement concluded in 2011. A new agreement came in to force on 1 April 2013.</p>

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications According to the local agreements	School
Further CPD qualifications According to the local agreements	School
Positive teaching performance appraisal or students' results According to the local agreements	School
Additional responsibilities ISCED 0, 1 and 2 as replacement for the school head - DKK 1628.43 per month; ISCED 3 by local agreement	Central School
Geographical location (high cost of living, disadvantaged or remote area) Denmark is divided into five geographical areas. Each municipality has been assigned to an area depending on whether the size of the main town or whether it is close to a bigger city.	Central
Teaching pupils/students with special education needs or challenging circumstances ISCED 0, 1 and 2: between DKK 19.03 and DKK 41.50 per hour. Teachers at independent schools (ISCED 0, 1 and 2) for pupils with special needs receive a yearly allowance of DKK 19666.80.	Central
Participation in extracurricular activities According to the local agreements.	School
Overtime According to the local agreements	School
ISCED 0, 1 and 2: supplement to pre-primary teachers for teaching between 751 and 835 hours, supplement to pre-primary teachers for teaching more than 835 hours and primary and lower secondary teachers for more than 751 hours. Supplement for working inconvenient hours.	

DENMARK

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
The school heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent upper secondary schools. Data are not available for school heads' basic salaries in private independent pre-primary, primary and lower secondary schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS	Basic statutory salary				Average actual salary			
	Minimum		Maximum		DKK		EUR	
	DKK	EUR	DKK	EUR				
Pre-primary	403843	54203	488364	65547	654192	87804		
Primary	403843	54203	488364	65547	654192	87804		
Lower secondary	403843	54203	488364	65547	654192	87804		
Upper secondary (> 700 full-time students)	600643	80617	No data	No data			780900	104810
Upper secondary (≤ 700 full-time students)	527889	70852	No data	No data				

School heads are generally teachers and therefore the same regulations as for teachers are applied to them. Depending on the size of the school, school heads receive a reduction of the teaching load which can be 100 % at big schools. However, they are still allowed to teach and can also receive all allowances that can be attributed to teachers. Data are from the Danish Union of School Heads (*Skolelederforeningen*) for ISCED 0, 1, 2 and from the Danish Union of Lawyers and Economists (DJØF) for ISCED 3.

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

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

GERMANY/LÄNDER, 2010/11

DECISION-MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Regional level
Primary education	Regional level
General lower secondary education	Regional level
General upper secondary education	Regional level
The individual <i>Länder</i> are responsible for the definition of the basic statutory salaries.	

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: data not available.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	The statutory salaries represent a weighted average of the data available at Länder level for civil servants and include general post allowances where applicable and special annual payments. Ref. year: 2010/11.
Pre-primary	No data	No data	No data	
Primary	40142	53496	No data	
Lower secondary	44823	59451	No data	
Upper secondary	48484	66853	No data	

SALARY INCREASE/DECREASE
2010/11: ↑: General salary adjustment for all public employees

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications	
Further CPD qualifications	
Positive teaching performance appraisal or students' results	
Additional responsibilities Data not available.	Regional
Geographical location (high cost of living, disadvantaged or remote area)	
Teaching pupils/students with special education needs or challenging circumstances	
Participation in extracurricular activities	
Overtime	

GERMANY/LÄNDER, 2010/11

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Regional level
Primary education	Regional level
General lower secondary education	Regional level
General upper secondary education	Regional level

SALARIES IN THE PRIVATE SECTOR
Data not available

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	No data
Primary	No data	No data	No data
Lower secondary	No data	No data	No data
Upper secondary	No data	No data	No data

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

ESTONIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Local level/municipality
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools determine their salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	7169
Primary	8153	10668	9763
Lower secondary	8153	10668	9763
Upper secondary	8153	10668	9763

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 7-8 years.

Minimum gross annual statutory salaries are established by two decrees of the Government of the Republic (<https://www.riigiteataja.ee/akt/13349559> and <https://www.riigiteataja.ee/akt/104012013038>). Data on average actual salaries are from the database of the Ministry of Finance. Data concern only municipal kindergartens and schools. Ref. year: 2012. The calculation is made on the basis of sums from accounts of teachers' salaries from the list of state accounts and fields of activity defined in the Classification of the Functions of Government (COFOG), divided by the average number of teacher positions for the year in the same database.

**SALARY
INCREASE/DECREASE**

2012/13:

↑: Reform of teachers salaries

Increase of minimum salary starting from 2013

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

According to the local agreements.

School

Additional responsibilities

10 % of the basic salary and according to the local agreements.

Central | School

Geographical location (high cost of living, disadvantaged or remote area)

Beginners' allowance for teachers who start working in rural areas: EUR 12782.32 (EEK 200000) during 3-year period

Central

Teaching pupils/students with special education needs or challenging circumstances

10-20 % of the basic salary

Central

Participation in extracurricular activities

According to the local agreements

School

Overtime

Time off equal to overtime or 150 % of normal wage, regulated by the Employment Contracts Act

Central

ESTONIA

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Local level/municipality
Primary education	Local level/municipality
General lower secondary education	Local level/municipality
General upper secondary education	Local level/municipality

School heads' salaries are defined by the employment contract that is entered into between the owner and the head.

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	10577
Primary	No data	No data	14332
Lower secondary	No data	No data	14332
Upper secondary	No data	No data	14332

For school heads no minimum wages have been set at national level.
Data on average actual salaries are from the database of the Ministry of Finance. Data concern only municipal kindergartens and schools. Ref. year: 2012. The calculation is made on the basis of sums from accounts of school heads' salaries from the list of state accounts and fields of activity defined in the Classification of the Functions of Government (COFOG), divided by the average number of school head positions for the year in the same database.

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

IRELAND

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

No data

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	No data
Primary	27814	59359	No data
Lower secondary	27814	59359	No data
Upper secondary	27814	59359	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 22 years for secondary level teachers and 23 years for primary teachers appointed prior to 1 January 2011, 25 years for teachers appointed in the period from 1 January 2011 to 1 February 2012. It is currently 22 years for teachers appointed on or after 1 February 2012.

Data on gross annual statutory salaries are from Department Circulars. The latest Circular is 8/2013. The previous Circulars were 40/2011 and 4/2010 (www.education.ie). There are three different pay scales in existence depending on the time of first appointment to teaching. Teachers appointed prior to 1 January 2011 are on the scale EUR 30904 to EUR 59359. Teachers appointed in the period 1 January 2011 to 1 February 2012 are on the scales quoted in the table. Teachers appointed on or after 1 February 2012 are on the scale EUR 30702 to EUR 53423.

**SALARY
INCREASE/DECREASE**

2012/13:

↑: Reform of teachers salaries

Qualification allowances payable to teachers ceased for teachers appointed for the first time after 1 February 2012. Salary scales for teachers appointed after that date were increased to compensate for the loss of the allowances.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications

Central

For teachers appointed prior to 5 December 2011, qualification allowances varied from EUR 1842 to EUR 6140. Allowances were capped at EUR 4416 in the period from 5 December 2011 to 1 February 2012. No qualification allowances are payable to teachers appointed for the first time on or after 1 February 2012.

Further CPD qualifications

Data not available

Data not available

Positive teaching performance appraisal or students' results

Data not available

Data not available

Additional responsibilities

Central

Could be one of: Deputy Principal post scale point: EUR 3769 to EUR 18966 (ISCED 1)/ EUR 27217 (ISCED 2/3); Assistant Principal post EUR 8520; Special duties post EUR 3769

Geographical location (high cost of living, disadvantaged or remote area)

Central

EUR 1658-EUR 1842 Island allowance; Gaeltacht (Irish-speaking areas) allowance EUR 1583

Teaching pupils/students with special education needs or challenging circumstances

Central

EUR 2193-EUR 2437

Participation in extracurricular activities

Data not available

Overtime

Data not available

New entrants to the public service from 1/1/11 onwards were subject to a 10 % reduction also on allowances. Geographical allowances and allowances for teaching in Irish have ceased for teachers appointed for the first time on or after 1 February 2012 and for serving teachers first appointed to these posts on or after 1 February 2012.

IRELAND

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Schools heads are paid Principals' Allowance and this allowance is based on the size of the school.

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on gross annual statutory salaries are from Department Circulars. The latest Circular is 8/2013. The previous Circulars were 40/2011 and 4/2010 (www.education.ie). For all school heads, basic gross annual statutory salary is the same as that of a teacher and grows according to the incremental scale (called the Common Basic Scale), with the same entitlement to allowances. School size determines separate additional remuneration.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary level (only ISCED 0)	Not applicable	Not applicable	No data	
Primary level	37124	100135	No data	
Lower secondary level	37124	101828	No data	
Upper secondary level	37124	101828	No data	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications For teachers appointed prior to 5 December 2011 varied from EUR 1842 to EUR 6140. Allowances were capped at EUR 4416 in the period from 5 December 2011 to 1 February 2012. No qualification allowances payable to teachers appointed for the first time on or after 1 February 2012.	Central
Further CPD qualifications No data	
Positive teaching/management performance appraisal No data	
Additional responsibilities No data	
Geographical location (high cost of living, disadvantaged or remote area) EUR 1658-EUR 1842 Island allowance; Gaeltacht (Irish-speaking areas) allowance EUR 1583.	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances No data	
Participation in extracurricular activities No data	
Overtime No data	

GREECE

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined using the same methods for public and private independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	13604	25256	19940
Primary	13604	25256	19940
Lower secondary	13604	25256	19940
Upper secondary	13604	25256	19940

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 33 years.

Data on gross annual statutory salaries are defined by the Ministry of Finance. They are calculated on the basis of the provisions of Law 4024/2011, regarding the categories of teachers having completed university education (the majority of teachers in Greece). They refer to the initial and ending salary after 35 years of employment, including the 2012 Christmas allowance.

Average actual salaries are based on data defined by the Ministry of Finance. Ref. year: 2012/13. The average salary is calculated on the basis of the salary a teacher gets in the middle of his/her 35 year career, including the 2012 Christmas allowance.

**SALARY
INCREASE/DECREASE**
2012/13:

J: Reduction of salaries due to the economic crisis

Law 4024/2011 'Pension arrangements, single payroll - ranking, job redundancy and other provisions for the implementation of the medium term fiscal policy framework 2012-2015' introduced a new system for calculating salaries for all public employees and it provided for the abolishment of the majority of bonuses and allowances. Last, law 4093/2012 'Approval of the medium term fiscal policy framework 2013-2016 - Emergency measures of Implementation of Law 4046/2012 and of the medium term fiscal policy framework 2013-2016' provided for the abolishment of the holiday (Christmas and Easter) and leave allowances.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications
Central

There is no fixed amount and the Law 4024/2011 does not provide for a specific allowance regarding further formal qualifications. However, a Master's degree gives a two year of service precedence over other teachers, while a PhD a six year precedence. Years of service result to upgrading from one grade to the other or upscaling within the grade. This results to an increase in salary. Holders of both degrees get a seven year precedence. The promotion from grade to grade has not yet been implemented.

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities
Central

Allowance for position held: head of regional education directorate EUR 10800 per year; school advisor EUR 4800 per year; head of directorate of primary or secondary education EUR 6600 per year; deputy school heads EUR 1800 per year

Geographical location (high cost of living, disadvantaged or remote area)
Central

EUR 1200 per year. This kind of allowance is applicable for disadvantaged and remote areas.

**Teaching pupils/students with special education needs or
challenging circumstances**

Not applicable

Participation in extracurricular activities

Not applicable

Overtime
Central

EUR 10 per hour, for up to 20 hours per month

GREECE

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

School heads' basic statutory salaries are defined using the same methods for public and private independent schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary
	Minimum EUR	Maximum EUR	
Pre-primary	18272	26456	24572
Primary	19672	27856	25972
Lower secondary	20372	28556	26672
Upper secondary	20972	29156	27272

Data on gross annual statutory salaries are defined by the Ministry of Finance. Statutory salaries are based on salaries of teachers plus allowances for school head position held: upper secondary level EUR 3600-4200 per year; lower secondary and primary levels EUR 3000-3600 per year; pre-primary level EUR 1200 per year; primary education schools with limited teaching posts (1-3) receive EUR 1200 per year (school heads' allowance in these 'small' schools has been taken into account for the calculation of statutory and actual salaries from 2012/13). Teachers who apply for the position of a school head must have at least 8 years of teaching experience. On the scale of wages, at the end of 8 years of service, teachers are classified to grade 4 (the new system has six grades). Average actual salaries are based on data defined by the Ministry of Finance. Ref. year: 2012/13. Calculation method: the salary from the middle of the scale is taken and the allowances for position held that school heads receive according to the level of education is added, as well as the 2012 Christmas allowance.

SALARY ALLOWANCES FOR SCHOOL HEADS
**Decision-making
levels**
Further formal qualifications

There is no fixed amount and the Law 4024/2011 does not provide for a specific allowance regarding Further formal qualifications. However, a Master's degree gives a two year of service precedence over other teachers, while a PhD a six year precedence. Years of service result to upgrading from one grade to the other or upscaling within the grade. This results to an increase in salary. Holders of both degrees get a seven year precedence. The promotion from grade to grade has not yet been implemented.

Central
Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

EUR 1200 per year. This kind of allowance is applicable for disadvantaged and remote areas.

Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

EUR 10 per hour, for up to 20 hours per month

Central

SPAIN

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level Regional level
Primary education	Central level Regional level
General lower secondary education	Central level Regional level
General upper secondary education	Central level Regional level

The salaries of teachers in public schools are partly established by national authorities (basic salary and complements related to seniority and to the teaching profession) and by the Autonomous Communities (complements related to the educational level in which the teachers teach and to in-service training).

**SALARIES IN
THE PRIVATE SECTOR**

The economic modules to fund the salaries of teachers in private grant-aided schools are established in the General State Budget yearly, and can then be increased by each Autonomous Community. The actual salaries of these teachers are the result of negotiations between the employers' organization and the teachers unions and appear yearly in the revised salary tables based on the V Collective Agreement of private schools completely or partially subsidized with public funds, of November 2006. The minimum salary comprises basic salary, bonus linked to length of service, additional allowances and extra payments (paid twice a year). These teachers are directly paid by the relevant education authority on behalf of the schools' owners. The salaries of teachers in private independent schools depend on the IX National Collective Agreement for mainstream educational private institutions without any public funding, signed in May 2011, and education authorities have no role in their establishment.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary
	Minimum	Maximum	
	EUR	EUR	EUR
Pre-primary	27993	39676	No data
Primary	27993	39676	No data
Lower secondary	31342	43920	No data
Lower secondary (<i>Catedráticos</i>)	33887	46467	No data
Upper secondary	31342	43920	No data
Upper secondary (<i>Catedráticos</i>)	33887	46467	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 40 years for primary education teachers and 38 years for secondary education teachers.

Data on gross annual statutory salaries are from the Departments of Education of the Autonomous Communities and the Subdirectorate General of Staff of the Ministry of Education, Culture and Sport, and calculated as a weighted mean of the different salaries in the different Autonomous Communities. Primary education teachers who are teaching in the first two grades of lower secondary education have basic gross annual statutory salaries between EUR 29538 and EUR 41177.

**SALARY
INCREASE/DECREASE**

2012/13:
No change

The 2012 General State Budget did not establish any salary reduction or increment of civil servants' salaries during 2012. This affected the basic salary and the length of service supplement. Salaries were, therefore, frozen, and the small variations observed in the total amounts in relation to 2011 are due to some adjustments produced in the Autonomous Communities.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Fixed amounts (different for each level of education). Every five-six years, teachers who have done at least a minimum number of hours of recognised CPD activities receive an extra-salary supplement. This supplement is different for the different five/six-year periods and educational levels. Each five/six-years period a new supplement is added to the salary.

Regional

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Fixed amounts (different for each level of education). These responsibilities are mainly: headteacher, deputy headteacher, secretary, head of department, but also additional responsibilities at school level (eg. sports leagues, etc.).

Regional

Geographical location (high cost of living, disadvantaged or remote area)

Fixed amounts (different for each level of education). Geographical location refers to Canary Islands, Balearic Islands and the cities of Ceuta and Melilla, as well as to some areas with a specific dialect. They consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.

Regional

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Fixed amounts

Regional

SPAIN

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level Regional level
Primary education	Central level Regional level
General lower secondary education	Central level Regional level
General upper secondary education	Central level Regional level

The salaries of school heads in public schools are partly established by national authorities (basic salary and complements related to seniority and to the teaching profession) and by the Autonomous Communities (complements related to the educational level in which the teachers teach and to in-service training, as well as the supplement for exercising the responsibility as school head).

**SALARIES IN
THE PRIVATE SECTOR**

School heads' salaries in private grant-aided schools consist of basic salary, allowance for length of service, regional allowances and individual allowance as school heads, which were approved in the V Collective Agreement and are periodically updated. Actual salaries are the result of the negotiations between the employers' organization and the teachers unions. In private independent schools, salaries are established in the IX National Collective Agreement of private schools, signed in 2011, without any participation of the education administrations, being the salary tables regularly updated.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary (type A)	36285	47968	No data
Pre-primary (type F)	30214	41897	
Primary (type A)	36285	47968	No data
Primary (type F)	30214	41897	
Lower secondary (type A)	41671	56796	No data
Lower secondary (type F)	38833	53958	
Upper secondary (type A)	41671	56796	No data
Upper secondary (type D)	38833	53958	

The type of school is defined by the number of students or units (groups of students) it has. The education administration of each Autonomous Community establishes the number of students or units characterizing each school type. In any case, the schools 'type A' are the biggest ones and, therefore, where the school heads receive a higher individual allowance, which decreases as we advance in the classification till 'type F' for pre-primary and primary education and 'type D' for secondary education.

SALARY ALLOWANCES FOR SCHOOL HEADS
Decision-making levels
Further formal qualifications

Not applicable

Further CPD qualifications
Regional

Fixed amounts. Every five-six years, teachers who have done at least a minimum number of recognised CPD activities receive an extra-salary supplement. This supplement is different for the different five/six-years periods and educational levels. Each five-six years period, a new supplement is added to the salary.

Positive teaching/management performance appraisal
Regional

Fixed amounts. School heads are assessed at the end of their term of office. Those who have a positive assessment, have a personal and professional recognition, and also an economic recognition consisting of part of the school heads' allowance during the rest of their active life.

Additional responsibilities
Regional

Fixed amounts (individual allowance)

Geographical location (high cost of living, disadvantaged or remote area)

Regional

Fixed amounts (different for each level of education). Geographical location refers to Canary Islands, Balearic Islands and the cities of Ceuta and Melilla, as well as to some areas with a specific dialect. They consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.

Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime
Regional

Concerning the working hours, school heads work officially the same number of hours as teachers. Their tasks as school heads are included within their working time, so their teaching load is reduced.

FRANCE

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	23464	44754	No data
Primary	23464	44754	No data
Lower secondary	26169	47610	No data
Upper secondary (Lycées)	26385	47847	No data
Upper secondary (Lycées professionnels)	26169	47610	

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 20-30 years.

At primary level, minimum and maximum statutory salaries refer to the statutory wage of a Professeur des écoles and include accommodation allowance. At secondary level, minimum and maximum statutory salaries refer to the statutory wage of a Professeur certifié and include bonus for tutoring and bonus for extra teaching time.

Sources: decrees, administrative data.

**SALARY
INCREASE/DECREASE**

2012/13:
No change

The index point is stable since 1 September 2010; no improvement in the different indemnities, neither for the teachers nor the school heads since 1 July 2010. The average quantity of supplementary hours and their rate are stable too.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Central

1) Geographical location: 1 % of the basic statutory salary in province, 3 % of the basic statutory salary in Ile de France. 2) Working in Areas for priority education (ZEP): EUR 1156 as of 1 July 2010.

Teaching pupils/students with special education needs or challenging circumstances
Central

Fixed amount: EUR 929

Participation in extracurricular activities
Local

Paid as overtime hours: more precisely, these activities lead to compensation of teaching hours.

Overtime
Central

Paid as overtime hours

FRANCE

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined using the same methods for public and private government pre-primary/primary schools; at secondary level, the school heads salary in the private sector (even under contract with the State) depends on an national / regional faith-based organizations decisions.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				School heads' statutory salaries in pre-primary and primary schools are based on teachers' salaries plus allowances which vary according to the size of the school (number of classes), between EUR 2103 to EUR 4549 per year, the average being around EUR 3400 per year. Data for school heads in secondary schools take into account the basic salary, the compensation for living in Paris, and two specific allowances for the school heads function, called 'indemnité de responsabilité des personnels de direction' and 'indemnités pour sujétions spéciales des personnels de direction'. Sources: decrees and administrative data.
	Basic statutory salary		Average actual salary	
	Minimum	Maximum		
	EUR	EUR	EUR	
Pre-primary	26770	49303	No data	
Primary	26770	49303	No data	
Lower secondary	37267	63879	No data	
Upper secondary (Lycées)	41545	65926	No data	
Upper secondary (Lycées professionnels)	37267	63879		

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

ITALY

DECISION-MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 35 years.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	Data on statutory salaries are from the National Collective Contract. Data on average actual salaries are from the national administrative register of all the monthly payrolls of individual teacher. The annual amount is estimated from the available payrolls until March 2013.
Pre-primary	23048	33885	27128	
Primary	23048	33885	27128	
Lower secondary	24846	37212	29082	
Upper secondary (teachers obtained Laurea/Master's degree)	24846	38902	30431	
Upper secondary (teachers completed non-university studies)	23048	34867		

SALARY INCREASE/DECREASE
2012/13: No change

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching performance appraisal or students' results Not applicable	
Additional responsibilities It depends on the number of hours.	School
Geographical location (high cost of living, disadvantaged or remote area) Schools participating in so-called 'disadvantaged areas' projects, autonomously allocate their specific budget between all involved teachers.	School
Teaching pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities It depends on the number of hours.	School
Overtime It depends on the number of hours.	School

ITALY

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on statutory salaries are from the National Collective Contract and are referred only at the fixed part. Data on actual salaries are from the national administrative register of all the monthly payrolls of individual school managers. As each school generally comprises several levels, it is not possible to give actual figures separately for each level. The annual amount is estimated from the available payrolls until March 2013.
	Basic statutory salary		Average actual salary	
	Minimum	Maximum		
	EUR	EUR	EUR	
Pre-primary	Not applicable	Not applicable	Not applicable	
Primary	47167	47167	62488	
Lower secondary	47167	47167	62488	
Upper secondary	47167	47167	62488	

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

CYPRUS

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' salaries in private schools are contractual.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	26539	58107	No data
Primary	26539	58107	No data
Lower secondary	26539	58107	No data
Upper secondary	26539	58107	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 22 years.

Data on gross annual statutory salaries are from the Government Budget.

**SALARY
INCREASE/DECREASE**

2012/13:
No change

All retirement benefits (pension, redundancy payments, etc.) and all the deductions referring to social security and pension contribution are calculated on the basis of basic gross annual statutory salaries that are frozen. The statutory salaries for new teachers entering the profession appointed after 1 January 2012 were reduced by 10%. In addition, the following gradual deductions have been enforced with progressive rates: (a) As from October 2011 starting from 2.5% for gross monthly salaries between EUR 1501 and EUR 2500 rising to 3.5% for salaries higher than EUR 3501. (b) As from December 2012 starting from 6.5% for salaries between EUR 1000 and EUR 1500, rising to 12.5% for salaries higher than EUR 4001 and (c) as from April 2013 starting from 0.8% for salaries between EUR 0 and EUR 2000, rising to 2% for salaries higher than EUR 4000. Those deductions are not reflected in the budget.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Central

Special allowance to educationalists serving in rural areas:

- 20% of pensionable emoluments for employees in the education sector who serve and reside in specific rural area while their permanent residence is not in the community they serve;
- 5% of pensionable emoluments for employees in the education sector whose residence and the place they serve is in specific rural areas.

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

The above mentioned allowance has been terminated as from January 2013 due to budgetary restrictions.

CYPRUS

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
School heads' salaries in private schools are contractual.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on gross annual statutory salaries are from the Government Budget. Pre-primary and primary school heads' basic salaries are based on salary scale A12 and annual increments up to the amount of EUR 48176. Secondary school heads' basic salaries are based on salary scale A13.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	48724	69220	No data	
Primary	48724	69220	No data	
Lower secondary	57694	71359	No data	
Upper secondary	57694	71359	No data	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Not applicable	
Additional responsibilities Not applicable	
Geographical location (high cost of living, disadvantaged or remote area) Special allowance to educationalists serving in rural areas: - 20 % of pensionable emoluments for employees in the education sector who serve and reside in specific rural area while their permanent residence is not in the community they serve; - 5 % of pensionable emoluments for employees in the education sector whose residence and the place they serve is in specific rural areas.	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities Not applicable	
Overtime Not applicable	
The above mentioned allowance has been terminated as from January 2013 due to budgetary restrictions.	

LATVIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Central level sets the lowest salary rate and school heads are responsible for the definition of teachers' salaries taking into account monthly salary rate and workload. This must be coordinated with the founder of the education institution (municipality or the Ministry of Education, or the Ministry of Culture). According to the regulation in force (Regulation No 836, 28 July 2009; <http://www.likumi.lv/doc.php?id=195578>), the local governments decide on salaries for teachers, not lower than it is stated in the Regulation. Minimum salary rate for teachers who work with pre-primary education programmes for 5 and 6 year old children is set at central level as for all other teachers in the Latvian education system and salaries for teachers who realise educational programme for 5 and 6 years old children are financed by the Central budget, but for teachers who realise programme for 1-5 year olds – by the local government budget.

**SALARIES IN
THE PRIVATE SECTOR**

Methods for the calculation are the same for all schools where licensed education programmes are offered. In the private sector, the school board decides about salaries taking into account the Regulation of the Cabinet of Ministers No 836, because many of the private schools (with the exception of the International school) receive state earmarked subsidy for salaries of teaching staff.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LVL	EUR
	LVL	EUR	LVL	EUR		
Pre-primary	3240	4587	3360	4757	3792	5369
Primary	3240	4587	3360	4757	6888	9752
Lower secondary	3240	4587	3360	4757	6888	9752
Upper secondary	3240	4587	3360	4757	7188	10177

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: More than 10 years.

The Cabinet of Ministers (Regulation No 836, July 28, 2009) sets lowest salary rates per month for teachers with work experience less than 5 years (LVL 270x12=3240), from 5 to 10 years (LVL 275x12=3300), and more than 10 years (LVL 280x12=3360).

Data on actual gross salary are from the Ministry of Education and Science, the State Education Information System. Ref. year: 2012/13 school year. Data are taken on 22 March 2013, taking into account the respective type of education institution and position. Average salary (including state social insurance mandatory contributions) of integrated primary and lower secondary education teacher comprises LVL 574 per month. Average salary (including state social insurance mandatory contributions) of general upper secondary education teacher comprises LVL 599 per month. It is calculated taking into account salaries of those teachers who work from 1 to 1.9 workload (1 workload includes 21 hours, maximum allowable working time in one institution is 40 working hours per week). Average teacher salary includes payment for teaching work, including all additional responsibilities, additional pedagogic work, as for instance additional work of extra-curricular activities (interest-related or hobby education), boarding-school teacher responsibilities. The funding includes public funding in total.

2012/13:

↑: Reform of teachers salaries

SALARY
**INCREASE/
DECREASE**

In summer 2012, the Memorandum of Understanding between Ministry of Education and Science, Latvian Education and Science Employees Trade Union and Association of Latvian Education Directors (LIVA) was signed. To implement the Memorandum, changes in legislative acts were made to provide basic teachers' salaries increase by 10 % and to connect the quality of education with salary paid. Amendments are in force since September 2012. Source: The Ministry of Education and Science.

SALARY ALLOWANCES FOR TEACHERS
Decision-making levels
Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

According to legislative acts, teachers with 4th and 5th quality level (pakāpe) receive additionally 8 % and 12 % accordingly of salary paid.

Allowance for qualitative work according to the criteria coordinated with the founder of the institution; up to 7 % of teachers' salary fund of the institution.

Central | School

Additional responsibilities

1) Additional payment for additional teaching/pedagogic work (except substitution of absent teacher), up to 20 % of the monthly basic salary or hourly tariff rate. 2) A teaching workload includes also individual work with a pupil, marking/correcting of written tests/works, a class upbringing work: (a) class upbringing work has tariffed as up to six hours per week; (b) correcting/marking of written works in languages, literature and mathematics - up to six hours per one work rate in a week, in other subjects - up to one hour in a week per work rate; (c) preparation to the lessons - up to two hours in a week per work rate; (d) individual work with pupils has tariffed up to two work hours in a week per work rate (for teachers in state gymnasiums - more than two hours per work rate in a week).

School

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

10-30 % of the monthly basic salary

Central

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

There are, in addition, allowances for:

- Teachers of state gymnasiums and vocational education competence centres: 10 % of monthly salary;
- Divided day for teachers whose workload does not exceed one work rate and who agree to divide working day in two parts, if a break is longer than two hours: 20 % of teacher monthly salary rate or according to hourly rate proportionally to number of work hours for working time of divided working day. Salary rate per hour is calculated by dividing monthly salary rate with 84 for 21 hours per week; with 96 for 24 hours per week; with 120 for 30 hours per week; with 144.7 for 36 hours per week; with 168.7 for 40 hours per week; with 64 for 640 hours per year; with 84 for 840 hours per year; with 96 for 960 hours per year. Teacher's work load - total amount of tariffed hours per week (year) should not exceed 40 hours working week (except substitution of absent colleague).

LATVIA

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level Local level/municipality
Primary education	Central level Local level/municipality
General lower secondary education	Central level Local level/municipality
General upper secondary education	Central level Local level/municipality

For pre-primary education institutions' heads, the lowest salary rate is defined and salaries are financed by local authorities. For primary, lower secondary and upper secondary school heads, the lowest salary rate is set by central authority while their salaries defined for different size of schools are set by the founders – local authority or the ministry.

SALARIES IN THE PRIVATE SECTOR
In the private sector, the school board decides about salaries taking into account the Regulation of the Cabinet of Ministers because many of the private schools (with the exception of the International school) receive state earmarked subsidy for salaries of teaching staff.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	LVL	EUR	LVL	EUR	LVL	EUR
Pre-primary	Not applicable	Not applicable	No data	No data	5832	8257
Primary (between 251 and 400 pupils)	6420	9090	No data	No data	8429	11934
Primary (between 601 and 800 pupils)	7116	10075	No data	No data		
Primary (between 1001 and 1200 pupils)	7872	11145	No data	No data		
Lower secondary (between 251 and 400 pupils)	6420	9090	No data	No data	7811	11059
Lower secondary (between 601 and 800 pupils)	7116	10075	No data	No data		
Lower secondary (between 1001 and 1200 pupils)	7872	11145	No data	No data		
Upper secondary (between 251 and 400 pupils)	6420	9090	No data	No data	9962	14104
Upper secondary (between 601 and 800 pupils)	7116	10075	No data	No data		
Upper secondary (between 1001 and 1200 pupils)	7872	11145	No data	No data		

Since September 2012, there are 16 minimum monthly salary rate categories according to the size of the education institution, between LVL 492 per month for schools with less than 100 pupils and LVL 966 per month for schools with more than 2601 pupils. Source: Regulation of the Cabinet of Ministers No 836, 28 July, 2009; <http://www.likumi.lv/doc.php?id=195578>). In the table, only three reference values are indicated. Data on average actual salaries are from the Ministry of Education and Science, the State Education Information System. Ref. year: 2012/13 school year. Data are taken on 22 March 2013, taking into account the respective type of education institution and position. Upper secondary level includes school heads' salaries of gymnasiums and state gymnasiums.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal According to legislative acts, school heads with 4th and 5th quality level (pakāpe) receive additionally 8 % and 12 % accordingly of salary paid for their teaching work. Additional allowance for qualitative work according to the decision of the municipality.	Central Local
Additional responsibilities Amount of additional teaching work together with tariffed head's work rate may not exceed 1.3 of work rate. Monthly salary is calculated as following: monthly salary rate multiplied by actual workload per week and divided by number of hours per week, which corresponds to one monthly salary rate. School head may teach up to 12 contact hours. The allowance for this additional responsibility is calculated according to the teachers' salary calculation principle (21 contact hours). The allowances funding is from both the state and municipality budget, but in some cases (low number of pupils in school) only from municipality budget.	Central Local
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 10-30 % of the monthly basic salary. Amount of additional teaching work together with tariffed head's work rate may not exceed 1.3 of work rate.	
Participation in extracurricular activities Not applicable	
Overtime Not applicable	

LITHUANIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LTL EUR	
	LTL	EUR	LTL	EUR		
Pre-primary	16104	4664	29573	8565	No data	No data
Primary	13030	3774	24010	6954	No data	No data
Lower secondary	13030	3774	24010	6954	No data	No data
Upper secondary	13030	3774	24010	6954	No data	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 15 years and more.

Data on gross annual statutory salaries are from the Procedure of Salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by the Minister of Education and Science (order No V-1315, 17 July 2011) and from the Improvement of remuneration arrangements of budgetary institutions and organizations workers, approved by the Government of the Republic of Lithuania (resolution No 511, 8 July 1993).

The specific size of the salary coefficient depends on the teachers' education, experience and his/her qualification category. The salary coefficient is determined by the school head in agreement with employee representatives. The minimum and the maximum basic gross annual statutory salaries are calculated on the basis of 18 pedagogical hours per week. The tariff-based salaries for teachers may also include 1-3 hours (in the event that a teacher has 18 class contact hours per week) for these activities: checking of pupils' written work, preparation for lessons or laboratory work, practical training and research, work planning, event organization, preparation of projects and participation in these projects and other additional activities.

**SALARY
INCREASE/DECREASE**

2012/13:
No change

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

Teachers who are holders of a scientific degree or a pedagogical (academic) title and who teach in the field of their specialisation may be paid monthly premiums equal to 1 basic monthly salary.

Central | School
Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Up to 90 % of the official wage rate

Central | School
Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

**Teaching pupils/students with special education needs or
challenging circumstances**

Between 5 % and 20 % of the basic salary

Central | School
Participation in extracurricular activities

Additional tariff-based hours

Central | School
Overtime

Percentage of the basic salary

School

LITHUANIA

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level Local level/municipality
Primary education	Central level Local level/municipality
General lower secondary education	Central level Local level/municipality
General upper secondary education	Central level Local level/municipality

**SALARIES IN
THE PRIVATE SECTOR**

School heads' basic statutory salaries are defined for public and private grant-aided schools using the same methods. Private independent schools determine their basic statutory salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LTL	EUR
	LTL	EUR	LTL	EUR		
Pre-primary	26279	7611	51826	15010	No data	No data
Primary	32574	9434	55925	16197	No data	No data
Lower secondary	32574	9434	55925	16197	No data	No data
Upper secondary	32574	9434	55925	16197	No data	No data

Data on gross annual statutory salaries are from the Procedure of Salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions, approved by the Minister of Education and Science (order No V-1315, 17 July 2011) and from the Improvement of remuneration arrangements of budgetary institutions and organizations workers, approved by the Government of the Republic of Lithuania (resolution No 511, 8 July 1993). The specific size of the salary coefficient depends on the number of pupils in the school and the school heads' managerial qualification category and teaching experience. School heads are required to have five contact hours per week. The salary coefficients for school heads include payment for preparation for lessons and checking of written work.

SALARY ALLOWANCES FOR SCHOOL HEADS

	Decision-making levels
Further formal qualifications The founder may establish a premium that is equal to one basic salary	Central Municipal
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Percentage of the basic salary	Central Municipal
Additional responsibilities Percentage of the basic salary	Municipal
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Percentage of the basic salary	Central Municipal
Participation in extracurricular activities Not applicable	
Overtime Not applicable	
Heads of gymnasiums and youth schools are paid a bonus of 5-20 % in addition to their position-based salaries. The amount of the bonus is determined by the school founder or its authorised person. Heads of conservatoires receive a 15 % bonus in addition to their position-based salaries.	

LUXEMBOURG

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Private grant-aided and private independent schools determine their basic statutory salaries themselves.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	67129	118443	92786
Primary	67129	118443	92786
Lower secondary	77897	135408	106652
Upper secondary	77897	135408	106652

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 25 years.

Data on basic gross annual statutory salaries and data on average actual salaries are from the teacher remuneration tables of the Ministry of Education. Ref. year: 1/10/2012.

**SALARY
INCREASE/DECREASE**

2012/13:

↑: Adjustment to the cost of living for employees in the education sector

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

**Teaching pupils/students with special education needs or
challenging circumstances**

Not applicable

Participation in extracurricular activities

Reduction in the number of classes per week

Central

Overtime

Pre-primary and primary level - lump sum

Secondary level - calculation based on the career points

Central

LUXEMBOURG

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	
Primary education	
General lower secondary education	Central level
General upper secondary education	Central level
There is no school heads in pre-primary and primary education institutions.	

SALARIES IN THE PRIVATE SECTOR
Private grant-aided and private independent schools determine their basic statutory salaries themselves.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on basic gross annual statutory salaries and data on average actual salaries are from the teacher remuneration tables of the Ministry of Education. Ref. year: 1/10/2012 (minimum based on 440 pts and maximum on 650 pts).
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR		
Pre-primary	Not applicable	Not applicable	Not applicable	
Primary	Not applicable	Not applicable	Not applicable	
Lower secondary	100808	148920	124864	
Upper secondary	100808	148920	124864	

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

HUNGARY

DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN
THE PRIVATE SECTOR

In general, the Labour Code is applied for the calculation of the teachers' basic statutory salaries in private sector. According to the Public Education Act, teachers' basic statutory salaries in private grant-aided schools cannot be lower than public servants' basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS

	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	HUF	EUR	HUF	EUR		
Pre-primary	1464000	5240	2506800	8973	2074900	7427
Primary	1464000	5240	2506800	8973	2319800	8304
Lower secondary	1464000	5240	3147600	11267	2319800	8304
Upper secondary	1554000	5563	3147600	11267	2651400	9491

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 39 years. Minimum and maximum salaries depend on the length of service as well as on the teacher's qualifications.

Data on gross annual statutory salaries are from Act CCIV of 2012 on the Central Budget 2013 of Hungary (Annex 7). Recommended maximum amounts of the basic gross annual statutory salaries for teachers with a title awarded by the Hungarian Academy of Sciences is HUF 3471600. That is granted to an extremely small number of teachers.

Data on average actual salaries are from the Annual survey on individual wages and earnings carried out in May each year. The survey is harmonized with 'Structure of Earnings Survey' (SES) of Eurostat. Coverage: Data cover teachers' earnings in the public and non-public sector. In the public sector, the survey covers all educational institutions, and the coverage of teachers is nearly 100 %. For non-public institutions, the survey is representative, and covers around 9 % of the teachers. Year of reference: 2012 calendar year. Method: Data refer to basic gross average actual salaries plus regular bonuses and overtime received in May 2012 (May is taken as a reference month) plus non-monthly payments received in 2011, such as the merit (performance related) payment paid occasionally. Data do not include earnings compensation paid in 2012 to compensate for net wage losses because of changes in personal income taxation. This compensation, paid also in 2011, is not statistically part of actual earnings.

SALARY
INCREASE/
DECREASE

2012/13:
No change

SALARY ALLOWANCES FOR TEACHERS

Decision-making levels

Further formal qualifications

Central | Local

7-10 % of the basic salary or 5-8 % of the basic salary depending upon the qualification and the wage matrix if knowledge gained from the further qualification is used at least 10 % of the teacher's compulsory teaching hours.

Further CPD qualifications

Central

If teachers have completed 120 hours of CPD, every seventh year one extra year is gained in their wage matrix.

Positive teaching performance appraisal or students' results

Central | Local

- 1) HUF 5250/month/teacher is granted for the school every year. The employer (school head) decides annually on the number of teachers and the amount granted to individual teachers.
- 2) Allowance and title for excellent work: 50 % or 100 % of HUF 20000/month. Once it is granted, the teacher will receive it as long as s/he works at the same school.

Additional responsibilities

Central

- 1) Allowance for leadership: 100-200 % of HUF 20000/month (for the deputy school head/s), 12-30 % of HUF 20000/month (for team leaders of working groups of teachers)
- 2) Allowance for form teachers: 38-100 % of HUF 20000/month
- 3) Allowance for supporting the work of the student union: 12-30 % of HUF 20000/month
- 4) Allowance for pedagogical work in student halls: the same amount as the allowance for team leaders is given and an additional amount can be granted but the overall amount cannot exceed 75 or 100 % of HUF 20000/month unless it is financed from other sources than the central budget or there is a separate amount allocated to it in the central budget.
- 5) Allowance for teachers who teach a subject with ICT means and methods and teach ICT not as a separate subject: 36-60 % of HUF 20000/month
- 6) Allowance for teaching ethnic minority classes in an ethnic minority language: 18-42 % of HUF 20000/month
- 7) Allowance for tutoring students of HEIs during their teaching practice or teachers participating in CPD: 18-42 % of HUF 20000/month

Geographical location (high cost of living, disadvantaged or remote area)

Central

18-42 % of HUF 20000/month

Teaching pupils/students with special education needs or challenging circumstances

1), 3) Central
2) Central | Local

- 1) Allowance for teaching SEN pupils/students: 38-100 % of HUF 20000/month
- 2) Classes in especially difficult or hard conditions, or challenging circumstances, classes formed from different groups, pupils tutoring: granted by the maintainer, no amount is pre-determined
- 3) Integrated classes and groups: HUF 5000-60000 per month (separate amounts are allocated to finance it, institutions make calls for proposal)

Participation in extracurricular activities

Central

Allowance is granted in case of overtime.

Overtime

Central

Hourly pay for overtime: the basic salary (y) is divided by the number of compulsory teaching hours (average is 22h) of the teacher concerned multiplied by 4.33; $y/(22 \times 4.33)$

HUNGARY

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
In general, the Labour Code is applied for the calculation of the school heads' basic statutory salaries in private sector. According to the Public Education Act, school heads' basic statutory salaries in private grant-aided schools cannot be lower than public servants' basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		HUF	EUR
	HUF	EUR	HUF	EUR		
Pre-primary	1944000	6959	3706800	13268	No data	No data
Primary	1944000	6959	3706800	13268	No data	No data
Lower secondary	1944000	6959	4347600	15562	No data	No data
Upper secondary	2034000	7281	4347600	15562	No data	No data

School heads' basic gross annual statutory salaries correspond to the statutory salaries of teachers plus allowances for leadership (200-500 % of HUF 20000 per month at least depending upon the type of school and the number of pupils of the school). Figures in the table contain both statutory salaries of teachers and allowances for leadership.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications 7-10 % of the basic salary or 5-8 % of the basic salary depending upon the qualification and the wage matrix if knowledge gained from the further qualification is used at least 10 % of the teacher's compulsory teaching hours.	Central Local
Further CPD qualifications If teachers have completed 120 hours of CPD, every seven year one year plus is gained in their wage matrix.	Central
Positive teaching/management performance appraisal 1) HUF 5250/month/teacher for a whole year is transferred to schools; the employer decides who the allowance is granted to. 2) Allowance and title for excellent work: 50 % or 100 % of HUF 20000/month	Central Local
Additional responsibilities 1) Allowance for leadership in a working group: 12-30 % of HUF 20000/month 2) Allowance for form teachers: 38-100 % of HUF 20000/month 3) Allowance for supporting the work of the student union: 12-30 % of HUF 20000/month 4) Allowance for pedagogical work in student halls: the same amount as the allowance for team leaders is given and an additional amount can be granted but the overall amount cannot exceed 75 or 100 % of HUF 20000/month unless it is financed from other sources than the central budget or there is a separate amount allocated to it in the central budget. 5) Allowance for teachers who teach a subject with ICT means and methods and teach ICT not as a separate subject: 36-60 % of HUF 20000/month 6) Allowance for teaching ethnic minority classes in an ethnic minority language: 18-42 % of HUF 20000/month 7) Allowance for tutoring students of HEIs during their teaching practice or teachers participating in CPD: 18-42 % of HUF 20000/month 8) Allowance for long leadership: it is granted by the maintainer, no amount is pre-determined.	1)-7) Central; 8) Local
Geographical location (high cost of living, disadvantaged or remote area) 18-42 % of HUF 20000	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 1) Allowance for teaching SEN pupils/students: 38-100 % of HUF 20000/month 2) Classes in especially difficult or hard conditions, or challenging circumstances, classes formed from different groups, pupils tutoring: granted by the maintainer, no amount is pre-determined 3) Integrated classes and groups: HUF 5000-60000 per month (separate amounts are allocated to finance it, institutions make calls for proposal)	1), 3) Central 2) Central Local
Participation in extracurricular activities Allowance is granted in case of overtime.	Central
Overtime Hourly pay for overtime: the basic salary is divided by the number of compulsory teaching hours multiplied by 4.33	Central

MALTA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary
	Minimum EUR	Maximum EUR	
Pre-primary (Kindergarten Assistant 1)	12116	15797	No data
Pre-primary (Kindergarten Assistant 2)	14694	19113	
Primary	17753	23422	No data
Lower secondary	17753	23422	No data
Upper secondary	17753	23422	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Kindergarten Assistant 1 (pre-primary teacher): 12 years
Kindergarten Assistant 2 (pre-primary teacher): 7 years
Teacher (primary, lower secondary and upper secondary): 18 years

Data on basic gross annual statutory salaries are from the Financial Estimates for 2013 presented by the Ministry for Finance. <http://mfin.gov.mt/en/The-Budget/Pages/default.aspx> [Budgetary Estimates 2013 - Financial Estimates 2013 - 21 Appendices - I Schedule Grades.pdf].

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

**SALARY
INCREASE/DECREASE**

2012/13:

↑ : General salary adjustment for all public employees

The coming into force of a new Collective Agreement for all public service employees granting them a 2.5 % annual salary increase for the years between 2011 and 2016.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications

A single, fixed allowance depending on the qualification achieved as long as the degree/diploma is not a pre-requisite qualification for appointment in the relevant grade. Only one allowance is given, that to the highest additional qualification obtained.

Diploma: EUR 349 per annum

Degree: EUR 466 per annum

Master: EUR 699 per annum

Doctorate: EUR 932 per annum

Further CPD qualifications

EUR 11.65 per hour. This payment refers to three two-hourly compulsory professional development sessions held after school hours during each school year.

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Kindergarten Assistants (pre-primary level) receive a EUR 300 allowance per annum.

Teachers from primary to upper secondary level receive an allowance of EUR 600, EUR 650 or EUR 800 per annum depending on the number of years of service. Heads of department receive a EUR 1100 annual allowance.

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

MALTA

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

School heads' salaries for upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates.

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on basic gross annual statutory salaries are from the Financial Estimates for 2013 presented by the Ministry for Finance. http://mfin.gov.mt/en/The-Budget/Pages/default.aspx [Budgetary Estimates 2013 - Financial Estimates 2013 - 21 Appendices - I Schedule Grades.pdf].
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	21649	25227	No data	
Primary	21649	25227	No data	
Lower secondary	21649	25227	No data	
Upper secondary	21649	25227	No data	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
<p>Further formal qualifications</p> <p>A single, fixed allowance depending on the qualification achieved as long as the degree/diploma is not a pre-requisite qualification for appointment in the relevant grade. Only one allowance is given, that to the highest additional qualification obtained.</p> <p>Diploma: EUR 349 per annum Degree: EUR 466 per annum Master: EUR 699 per annum Doctorate: EUR 932 per annum</p>	Central
<p>Further CPD qualifications</p> <p>EUR 11.65 per hour. This payment refers to three two-hourly compulsory professional development sessions held after school hours during each school year.</p>	Central
<p>Positive teaching/management performance appraisal</p> <p>Not applicable</p>	
<p>Additional responsibilities</p> <p>EUR 2500, EUR 3000, EUR 3500 or EUR 4000 per year depending upon the number of pupils. Minimum allowance is attributed in schools with less than 500 pupils and maximum allowance is attributed in schools with more than 900 pupils.</p>	Central
<p>Geographical location (high cost of living, disadvantaged or remote area)</p> <p>Not applicable</p>	
<p>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</p> <p>Not applicable</p>	
<p>Participation in extracurricular activities</p> <p>Not applicable</p>	
<p>Overtime</p> <p>Not applicable</p>	

AUSTRIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Regional level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Basic statutory salaries are regulated by Federal Remuneration Act.

**SALARIES IN
THE PRIVATE SECTOR**

The same regulations apply for public and private grant-aided schools. At private independent schools, in general, the owner of the school defines the teachers' basic statutory salaries.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	No data
Primary	29190	56045	No data
Lower secondary (Academic schools)	32115	67581	60118
Lower secondary (General schools)	29190	56045	No data
Upper secondary (Academic schools)	32115	67581	60118

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 34 years.

Data on basic statutory salaries are from the Federal Remuneration Act.

Average actual salaries are calculated using SAP data. Only teachers at the academic secondary schools were considered. School heads are included. Ref. year: 2012.

**SALARY
INCREASE/DECREASE**

2012/13:
No change

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Central | Regional | School

Lump sum bonus for outstanding performance or involvement in particularly successful projects

Additional responsibilities

Central | Regional | School

These allowances are in general defined as fixed amounts. However, the allowance for additional management responsibilities (department head in vocational education) is based on the teacher's length of service and the number of classes which fall into his or her responsibility.

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Central | Regional | School

These allowances are in general defined as fixed amounts. However, the allowance for additional management responsibilities (department head in vocational education) is based on the teacher's length of service and the number of classes which fall into his or her responsibility.

Participation in extracurricular activities

Not applicable

Overtime

Central | Regional | School

Teachers receive extra payment for overtime if they exceed their fixed legally defined teaching load. The calculation is based on a fixed percentage of the gross salary. Detailed regulations apply if teachers fall ill or are not able to give lessons as foreseen because of other reasons.

All allowances are regulated by federal laws. The decision on which particular teacher receives a certain allowance is made at regional and school level.

AUSTRIA

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Regional level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Basic statutory salaries are regulated by Federal Remuneration Act.

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined using the same methods for public and private grant-aided schools. At private independent schools, in general, the owner of the school defines the school heads' basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on basic statutory salaries are from the Federal Remuneration Act.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	No data	No data	No data	
Primary (big)	39787	64786	No data	
Primary (small)	35025	59387	No data	
Lower secondary (> 4 classes, General schools)	39787	64786	No data	
Lower secondary (small)	35025	59387	No data	
Upper secondary (> 12 classes, Academic secondary schools)	52137	79500	No data	
Upper secondary (small)	47937	74731	No data	

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

POLAND

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

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

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	PLN	EUR	PLN	EUR		
Pre-primary	22805	5534	37983	9218	49005	11893
Primary	22805	5534	37983	9218	56168	13631
Lower secondary	25687	6234	43309	10510	57079	13852
Upper secondary	29043	7048	49573	12031	55821	13547

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

Data on gross annual statutory salaries are from the Act of 26 January 1982 Teachers' Charter (with further amendments) plus executive regulations related to salaries. Minimum and maximum teacher's gross annual statutory salaries for primary and lower secondary education are calculated for teachers with minimum full qualifications. However, approximately 90 % of teachers have higher levels of qualification and receive higher remuneration.

Data on average actual salaries are from the Education Information System (SIO) managed by the Ministry of National Education. Ref. year: 2012/13 school year. Calculation method: the data available on 31 March 2013 were extrapolated for the entire school year. The actual gross salaries were calculated as the average salaries including all bonuses, allowances and additional payments of full-time teachers aged 25 to 64. At upper secondary level, teachers' salaries were calculated only for the general programmes. Calculation excludes equalization supplements as well as payments for ad hoc substituting.

**SALARY
INCREASE/DECREASE**

2012/13:

↑ : Reform of teachers salaries

Growth in teachers' salaries for the school year 2012/13 (3.8 % increase in teachers' salaries since 1 September 2012, was the continuation of the governmental engagement in achieving by 2012 a 50 % growth in teachers' salaries in comparison with 2007).

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

The amount specified in the regulation for different levels of education obtained.

Central

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Central | Local | School

Motivation incentive (teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, exceptionally effective in fulfilling tasks and duties and implementing into the school life educational priorities of the school governing body in accordance with local education policy); the amount specified in the regulations adopted by the local governments and upon a decision of the school head. In addition, awards may be granted for outstanding assessment in the evaluation of teacher's performance and for outstanding educational and pedagogical achievements.

Additional responsibilities

Central | Local | School

The amount specified in the regulations adopted by the local self-governments and upon a decision of the school head.

Geographical location (high cost of living, disadvantaged or remote area)

Central | Local

10 % of basic gross annual statutory salary lowered by the amount of seniority allowance and the 13th month salary for working in a rural area or in a town of a population of less than 5000. Accommodation allowance: the amount specified in the regulations adopted by the local governments.

Teaching pupils/students with special education needs or challenging circumstances

Central | Local

The amount specified in the regulations adopted by the local governments.

Participation in extracurricular activities

Not applicable

Overtime

Central

Payment for one hour overtime = personal rate of basic monthly salary (seniority allowance and the 13th month salary excluded) divided by (4.16 x compulsory teaching hours weekly)

Other awards can be granted for different activities.

POLAND

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

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

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		PLN	EUR
	PLN	EUR	PLN	EUR		
Pre-primary	28962	7029	37983	9218	71982	17469
Primary	28962	7029	37983	9218	76530	18573
Lower secondary	32850	7972	43309	10510	78441	19036
Upper secondary	37537	9110	49573	12031	79039	19181

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.

Data on average actual salaries are from the Education Information System (SIO) managed by the Ministry of National Education. Ref. year: 2012/13 school year. Calculation method: 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, the salaries of the school heads and their deputies were calculated only for the general programmes. Data available on 31 March 2013 are extrapolated for the entire school year. Calculation excludes equalization supplements as well as payments for ad hoc substituting.

SALARY ALLOWANCES FOR SCHOOL HEADS
Decision-making levels
Further formal qualifications

The amount specified in the regulation for different levels of qualification obtained.

Central
Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal
Central | Local | School

Motivation incentive (teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, exceptionally effective in fulfilling tasks and duties and implementing into the school life educational priorities of the school governing body in accordance with local education policy): the amount specified in the regulations adopted by the local governments and upon a decision of the school head. In addition, awards may be granted for outstanding assessment in the evaluation of teacher's performance and for outstanding educational and pedagogical achievements.

Additional responsibilities
Central | Local | School

Additional responsibilities including managerial responsibilities, class headship, methodological advisory role or supervision and consultation for trainee teachers. The amount of this allowance depends on a decision of the school running body.

Geographical location (high cost of living, disadvantaged or remote area)
Central | Local

10 % of basic gross annual statutory salary lowered by the amount of seniority allowance and the 13th month salary for working in a rural area or in a town of a population of less than 5000. Accommodation allowance: the amount specified in the regulations adopted by the local governments.

Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances
Central | Local

The amount specified in the regulations adopted by the local governments.

Participation in extracurricular activities

Not applicable

Overtime
Central

Payment for one hour overtime = personal rate of basic monthly salary (seniority allowance and the 13th month salary excluded) divided by (4.16 x compulsory teaching hours weekly). School heads are entitled to overtime only in the case when they teach full-time.

Other awards can be granted for different activities.

PORTUGAL

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Private schools regulate their teachers' salaries in function of a pay scale which is different from the pay scale used at public schools. This pay scale is a guideline for private schools but is not binding.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary
	Minimum EUR	Maximum EUR	
Pre-primary	20439	37952	28747
Primary	20439	37952	26049
Lower secondary	20439	37952	27441
Upper secondary	20439	37952	27441

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: about 34 years in the case of a regular career. Teachers stay, at least, four years in each echelon, except in the 5th echelon where they may stay only two years.

The law in force, which defines a teacher's career, does not distinguish teacher salaries by categories. Notwithstanding, a teacher's career is divided into 10 steps (teacher's progress within these steps overtime and in function of their evaluation, among other factors) and each one of the steps has a wage interval associated. Moreover, teachers in the autonomous regions (Açores and Madeira), and because the tax income (IRS) is lower, teachers receive a little bit more in terms of net income (but they also have the career divided into the same 10 steps).

Data on gross annual statutory salaries and data on average actual salaries are from the Directorate-General for Planning and Financial Management of the Portuguese Ministry of Education and Science.

Ref. year for data on average actual salaries: 2012. Calculation method: the average value for each category is calculated and multiplied by 13. The value for primary level corresponds to the average actual gross salary of first cycle teachers. The value for second cycle teachers is the same as for lower and upper secondary teachers.

**SALARY
INCREASE/DECREASE**
2012/13:

↓ : Reduction of salaries due to the economic crisis

Due to the economic crisis, teachers' salaries (as well as salaries of all public employees) had suffered a reduction. However, teachers and school heads received 13 salaries in 2012/13.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

**Teaching pupils/students with special education needs or
challenging circumstances**

Not applicable

Participation in extracurricular activities

Not applicable

Overtime
Central

Since January 2013 (Law n° 66-B/2012 from 31 December), the extra hours of teaching service are compensated with an increase in the normal schedule redistribution in accordance with the following percentages:

12.5 % for the first weekly hour of daytime extra work;
18.75 % for the subsequent hours of extra work.

PORTUGAL

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
Private schools regulate their teachers' salaries in function of a pay scale which is different from a pay scale used at public schools. This pay scale is a guideline role for private schools but is not binding. School heads' salaries should also be calculated according to years of service, position, number of students (in each school cluster or school), as well as school policies regarding teachers' salaries.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			Average actual salary EUR	School heads are teachers in the position or that have duties of a school head, deputy and assistant school head. There is no difference between school heads at different education levels. The amount that they receive is calculated according to their career, position and number of students in their school cluster or school. The allowances are only paid twelve times per year, i.e., school heads do not receive the supplement at the end of the year and holiday payment (Dispacth no. 5/2010, 24 December). Data on gross annual statutory salaries and data on average actual salaries are from the Directorate-General for Planning and Financial Management of the Portuguese Ministry of Education and Science. All school heads receive a salary allowance besides their salary which is defined in accordance with the school population/pupils number of each school cluster or school. This allowance varies between EUR 200 per month for schools with less than 301 students to EUR 750 per month for schools with more than 1500 students. Ref. year for data on average actual salaries: 2012. Calculation method: the average value is calculated and multiplied by 13. A school head is a head of a school clusters that may have all levels.
	Basic statutory salary Minimum EUR	Maximum EUR		
Schools with less than 301 students	22307	39953	38147	
Schools between 301 and 600 students	23465	40954		
Schools between 601 and 900 students	25202	42456		
Schools between 901 and 1200 students	27250	44461		
Schools between 1201 and 1500 students	27750	44962		
Schools with more than 1500 students	28250	45463		

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

ROMANIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Private grant-aided and private independent schools are autonomous in the definition of their salaries, but teachers are employed in accordance with the Law of National Education 1/2011, art. 60 (3), [Legea Educatiei Nationale 1/2011, art. 60 (3)].

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		RON	EUR
	RON	EUR	RON	EUR		
Pre-primary	12833	3027	36287	8560	24137	5694
Primary	12833	3027	36287	8560	24137	5694
Lower secondary	13655	3221	36287	8560	24541	5789
Upper secondary	13655	3221	36287	8560	24541	5789

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 40 years.

Data on gross annual statutory salaries are from Law 63/10.05.2011 about salaries of teachers and staff in education in 2011, Annex 2 [Legea 63/10.05.2011 privind salarizarea in anul 2011 a personalului didactic si auxiliar din invatamant, Anexa 2].

Data on average actual salaries are from Ministry of National Education, Human Resources Department. Ref. year: 2012/13 school year; calculation method: the coefficient of indexing 1.08 (for the period September-November 2012) and 1.08x1.074 (for the period December 2012-August 2013) was applied for each month on the average annual actual gross salary in national currency from 2011/12.

**SALARY
INCREASE/DECREASE**
2012/13:

↑ : General salary adjustment for all public employees

In July 2010, teachers' basic salaries were reduced by 25 % in order to restore the budget balance in accordance with Law 118/2010 of 30 June 2010. From 1 January 2011, the basic salaries were increased by 15 %. According to the OUG 19 / 16 May 2012, starting with 1 June 2012 the salaries were increased by 8 % compared to the salaries in May 2012, and starting with 1 December 2012, the salaries were increased by 7.4 % compared to the salaries in November. From 1 January 2013, all provisions from OUG 19/2012 are applied.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

Fixed pay scale, according to the professional situation and years of teaching experience.

Central
Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Merit Graduation: 25 % of the basic salary granted 5 years consecutively and applied by County School Inspectorates to 16 % of all teachers in the county (methodology defined centrally and applied locally).

Central | Local
Additional responsibilities

20-25 % of the basic salary of a teacher for the position of a deputy head

Central
Geographical location (high cost of living, disadvantaged or remote area)

Up to 20 % of the basic salary for working in a remote area.

Local
Teaching pupils/students with special education needs or challenging circumstances

Up to 15 % of the basic salary (methodology defined centrally and applied locally).

Central | Local
Participation in extracurricular activities

Not applicable

Overtime

Not applicable

ROMANIA

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
Private grant-aided and private independent schools are autonomous in the definition of their salaries, but school heads are employed in accordance with the Law of National Education 1/2011 [Legea Educatiei Nationale 1/2011].

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						School heads' basic salaries are set by Law 63/10.05.2011 about salaries of teachers and staff in education in 2011, Annex 4.2 [Legea 63/10.05.2011 privind salarizarea in anul 2011 a personalului didactic si auxiliar din invatamant, Anexa 4.2]. School heads' statutory salaries correspond to the statutory salaries of teachers plus allowances for the school head position. Allowances are calculated as follows: 15-25 % of the basic salary of educators or primary school teachers; 25-35 % of the basic salary of secondary school teachers.		
	Basic statutory salary				Average actual salary			
	Minimum		Maximum		RON			EUR
	RON	EUR	RON	EUR	RON	EUR		
Pre-primary	14759	3482	45359	10700	No data	No data		
Primary	14759	3482	45359	10700	No data	No data		
Lower secondary	17068	4026	48987	11556	No data	No data		
Upper secondary	17068	4026	48987	11556	No data	No data		

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

SLOVENIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY
QUALIFIED TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	16965	25371	18732
Primary	16965	27442	24600
Lower secondary	16965	27442	25092
Upper secondary	16965	27442	27072

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 25 years.

The gross annual statutory salaries are determined by the Public Sector Salary System Act, which stipulates common salary bases of all employees in the public sector. Teachers are placed on a wage grade from 30 to 43 (out of 65). The reduction of basic salaries for June-August 2013 is not taken into account. Data on average actual salaries are from the Statistical Office of the Republic of Slovenia (SORS). Ref. year: 2011. The calculations are based on the pays of teachers who worked for the same employer the entire year. For pre-primary level, the actual gross salaries of pre-primary teacher assistants are also included. The teacher assistants must have completed at least a four-year upper secondary school and are placed on a wage grade from 19 to 29. For upper secondary level, only teachers of general subjects and educators at residence halls are included.

**SALARY
INCREASE/DECREASE**
2012/13:

↓ : Reduction of salaries due to the economic crisis

In accordance with the Intervention Acts (Act of Intervention Step because of Economic Crises (2010), Act of Intervention Step because of Economic Crises for 2012 (2011) and Public Finance Balance Act (2012)), there was no adjustment to the cost of living. In June 2012, the Public Finance Balance Act entered into force and stipulated linear reduction of basic salaries of all public employees by 8%, and at the same time final harmonizing basic salary disparities (average 4% increase; determined by the reform of public employees' salaries in 2008). Employees promoted to higher salary grades in 2012 and those who were promoted to higher salary grade in 2011 and 2012, did not receive higher salaries; employees were not promoted to higher salary grades or job levels in 2013, despite having met the criteria. In May 2013, the Government and public sector unions have reached the agreement that will enable the implementation of measures targeting salaries and other labour costs in the public sector in order to achieve greater fiscal balance from 1 June 2013 to 31 December 2014. Measures refer to reduction of basic salaries of all public employees, decrease of some salary allowances permanently, freeze of promotion to higher wage grades and titles and freeze of some regular salary allowances.

**SALARY ALLOWANCES
FOR TEACHERS**
Decision-making levels
Further formal qualifications

Fixed amounts per month: 1) academic specialization: EUR 46; 2) research master's degree: EUR 72; 3) doctor's degree: EUR 118.

Central | School
Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

1) Regular work performance: between 2 and 5 % of the basic annual salary
2) Work performance from increased workload - additional teaching work: 100-130 % of the basic salary hour rate per teaching hour (not more than 5 hours weekly)

Central | School
Additional responsibilities

1) Head of a smaller branch unit: 9-10 % of the basic salary
2) Support to beginning teachers: 20 % of the basic salary for 4 teaching hours per week (ISCED 1, 2, 3)
3) Assuming teaching responsibility for a certain class: 7-13 % of the basic salary for 0.5-1 teaching hour per week (ISCED 1, 2, 3)

Central | School
Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

1) Teaching classes of pupils/students with special education needs: 8-18 % of the basic salary for teaching hours
2) Teaching at in-hospital classes: 7 % of the basic salary for teaching hours
3) Additional teaching assistance offered to a pupil or a group of pupils with special education needs integrated in mainstream class: EUR 11.94 per hour (ISCED 1, 2, 3)
4) Bilingual classes: 12-15 % of the basic salary
5) Teaching in multi-grade classes: 7-10 % of the basic salary for teaching hours
6) Long service bonus: for each year of service, 0.33 % of the basic salary (and additional 0.10 % for each year of service for women with more than 25 years of service)

Central | School
Participation in extracurricular activities

1) Outdoor education: 20 % of the basic salary for 6 hours per day (ISCED 1, 2)
2) Workshops, sports and other extracurricular activities for pupils: EUR 11.94 per hour (ISCED 1, 2, 3)

Central | School
Overtime

Up to 130 % of the basic salary hour rate per teaching hour

Central | School

Allowances are defined by the law and collective agreement. The decision on which a particular teacher receives a certain allowance is made at school level. Regular work performance allowances have been temporally excluded from teachers' salaries due to economic crisis. Payment for overtime occurs very rarely and only in exceptional cases. The lowering of the allowance for further formal qualifications and elimination of additional long service bonus for women for June-August 2013 is not taken into account.

SLOVENIA

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary
	Minimum EUR	Maximum EUR	
Pre-primary	25371	36111	No data
Primary	26386	40620	36600
Lower secondary	26386	40620	36600
Upper secondary	28539	42245	36550

The gross annual statutory salaries are determined by the Public Sector Salary System Act, which stipulates common salary bases of all employees in the public sector. School heads are placed on a wage grade from 41 to 54 (out of 65) by the Decree on salaries of directors within public sector and by the Rules on the classification of posts of directors in education and sport into wage groups within wage group ranges. The criteria are: level of education, number of students, classes, programmes, etc. In 2013, under the Fiscal Balance Act, the public officials of the wage grade 41 shall not receive any holiday pay. The reduction of basic salaries for June-August 2013 is not taken into account. Data on actual salaries are from the administrative record for allocation of funds of Ministry of Education, Science and Sport. Ref. year: school year 2011/12.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications Fixed amounts per month: 1) academic specialization: EUR 46; 2) research master's degree: EUR 72; 3) doctor's degree: EUR 118	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal 1) Regular work performance: up to two month's payments 2) Work performance from increased workload - additional teaching work: fixed amount depending on the number of teaching hours (not more than 5 hours weekly) and promotion	Central
Additional responsibilities Not applicable	
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 1) Managing a bilingual school: 6 % of the basic salary 2) Long service bonus: for each year of service 0.33 % of the basic salary (and additional 0.10 % for each year of service for women with more than 25 years of service)	Central
Participation in extracurricular activities Not applicable	
Overtime	Central

Regular work performance allowances have been temporarily excluded from school heads' salaries due to the economic crisis. The lowering of the allowance for further formal qualifications and elimination of additional long service bonus for women for June-August 2013 is not taken into account.

SLOVAKIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	5166	7110	7728
Primary	6408	8676	10206
Lower secondary	6408	8676	10206
Upper secondary	6408	8676	10220

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 32 years.

Data on minimum and maximum gross annual statutory salaries are in accordance with the Regulation of the Government No 341/2004 of the Law Code amended and Act No. 553/2003 of the Law Code amended.

Data on average actual salaries are from a Statistical survey of employees and salary in education during the year 2012. MŠVVŠ SR, 2013 and include both salaries of teachers and school heads.

**SALARY
INCREASE/DECREASE**

2012/13:
↑ : Reform of teachers salaries

Change the pay scales of teachers and professional employees in education with effect from 1 January 2013 (Act No. 390/2011 Coll.).

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

Not applicable

Further CPD qualifications

Fixed amount

Central | School
Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

The allowances in fixed percentage can be for responsibility as a class teacher and induction of starting education staff.

Central | School
Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

In case when in the class there are at least 30 % individually integrated pupils and there is no teacher assistant. Individual allowances are accounted following internal school regulation.

School
Participation in extracurricular activities

Individual allowances

School
Overtime

Individual allowances for substitution of long absented colleagues

Central | School

SLOVAKIA

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on minimum and maximum gross annual statutory salaries are in accordance with the Regulation of the Government No 341/2004 of the Law Code amended and Act No. 553/2003 of the Law Code amended. A teacher with at least 5 years of experience can become a school head. School heads' statutory salaries correspond to the statutory salaries of a teacher with a minimum required qualifications and at least 32 years of experience plus allowances for management. Management allowances are stipulated in percentage of teachers' basic salaries and increased by percentage in scope from 12 to 42, which depends on the level and size of school (number of students). They are regulated by the Act No 317/2009 on pedagogical and professional employees. Data on average actual salaries are from a Statistical survey of employees and salary in education during the year 2012. MŠVVŠ SR, 2013 and include both salaries of teachers and school heads.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	7686	10974	7728	
Primary	9408	13422	10206	
Lower secondary	9408	13422	10206	
Upper secondary	9408	13812	10220	

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

FINLAND

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Local level/municipality
Primary education	Local level/municipality
General lower secondary education	Local level/municipality
General upper secondary education	Local level/municipality

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

**SALARIES IN
THE PRIVATE SECTOR**

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

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	27424	29617	30888
Primary	31699	41227	42050
Lower secondary	34235	44526	46650
Upper secondary	36303	48064	51750

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

The maximum gross annual statutory salary is a minimum salary with all age increments as the agreements do not define a maximum statutory salary. The salaries do not include any extra teaching hours. Ref. year: 2012.

Data on average actual salaries are from Statistics Finland. The annual salary is calculated as 12.5 times the monthly salary (including holidays payment). Ref. period: October 2011.

**SALARY
INCREASE/DECREASE**

2012/13:

↑ : General salary adjustment for all public employees

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications	Local
According to the local agreements	
Further CPD qualifications	Local
According to the local agreements	
Positive teaching performance appraisal or students' results	Local
According to the local agreements	
Additional responsibilities	Local
Reduction in teaching load or remuneration based on calculated amounts. The formulas for these vary according to responsibility	
Geographical location (high cost of living, disadvantaged or remote area)	Central
2.37 % of the basic salary	
Teaching pupils/students with special education needs or challenging circumstances	Local
According to the local agreements	
Participation in extracurricular activities	Local
According to the local agreements	
Overtime	Local
The formulas for these vary according to responsibility.	

FINLAND

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Local level/municipality
Primary education	Local level/municipality
General lower secondary education	Local level/municipality
General upper secondary education	Local level/municipality

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

SALARIES IN THE PRIVATE SECTOR
The salary scale and agreements for school heads in private grant-aided schools are different from those in public schools. The differences in salaries are however small. Private independent schools that have the right to give certificates of completed education do not exist in Finland.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				In upper secondary education, school size does not affect the statutory salary. Data on average actual salaries are from Statistics Finland. Ref. year: October 2011.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	28162	30415	34688	
Primary (big)	48372	58663	57618	
Primary (small)	45041	54623		
Lower secondary (<=6 groups of 32 pupils)	46526	56425		
Lower secondary (7-14 groups of 32 pupils)	50320	61026		
Lower secondary (15-19 groups of 32 pupils)	52509	63680	65590	
Lower secondary (> 20 groups of 32 pupils)	54742	66388		
Upper secondary	53224	64548	69755	

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

SWEDEN, 2011/12

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Local level/municipality
Primary education	Local level/municipality
General lower secondary education	Local level/municipality
General upper secondary education	Local level/municipality

There are no statutory salaries. Teachers' salaries are agreed between the trade unions and the local authorities for teachers employed by the municipalities.

**SALARIES IN
THE PRIVATE SECTOR**

Salaries are negotiated between the trade unions and the school organisers for independent or grant-aided independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary Minimum		Maximum		Average actual salary	
	SEK	EUR	SEK	EUR	SEK	EUR
Pre-primary	258000	28572	328800	36413	292800	32426
Primary	265200	29369	367200	40665	315600	34951
Lower secondary	265200	29369	367200	40665	315600	34951
General upper secondary	291600	32293	393600	43589	342000	37875
Vocational upper secondary	296400	32825	387600	42925		

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: salaries are set after negotiations and are not specifically linked to the number of years in the profession.

There are no salary scales or statutory salaries. The indicated data for minimum and maximum salaries corresponds to the 10th and 90th percentiles of the actual teachers' salaries for the school year 2011/12.

Data on average actual salaries are from Statistics Sweden (Statistiska centralbyrån, SCB, www.scb.se) Ref. year: 2011; data last updated on 20 June 2013. http://www.scb.se/Statistik/AM/AM0110/_dokument/AM0110_BS_2010.pdf, <http://www.ssd.scb.se/databaser/makro/Produkt.asp?produktid=AM0110&lang=2>

**SALARY
INCREASE/DECREASE**

2012/13:

↑ : Increase in actual salaries is the result of negotiations between the employer and the employees (or their respective representatives)

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**

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

SWEDEN, 2011/12

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Local level/municipality
Primary education	Local level/municipality
General lower secondary education	Local level/municipality
General upper secondary education	Local level/municipality
There are no statutory salaries. Salaries are negotiated on an individual basis.	

SALARIES IN THE PRIVATE SECTOR
Salaries are negotiated between the trade unions and the school organisers for independent or grant-aided independent schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		SEK	EUR
	SEK	EUR	SEK	EUR		
Pre-primary	309600	34286	630000	69769	420000	46513
Primary	309600	34286	630000	69769	420000	46513
Lower secondary	309600	34286	630000	69769	420000	46513
Upper secondary	309600	34286	630000	69769	420000	46513

There are no salary scales or statutory salaries. The indicated data for minimum and maximum salaries corresponds to the 10th and 90th percentiles of the actual school heads' salaries for the school year 2011/12. No data available on different categories (level, size, etc.). Source: Statistics Sweden (Statistiska centralbyrån, SCB, www.scb.se). Ref. year 2011, data last updated on 20 June 2013.
<http://www.ssd.scb.se/databaser/makro/Produkt.asp?produktid=AM0110&lang=2>,
http://www.scb.se/Statistik/AM/AM0110/_dokument/AM0110_BS_2010.pdf

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

UNITED KINGDOM (ENGLAND AND WALES)

DECISION-MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Public schools (known in England and Wales as maintained schools) are bound by centrally-determined pay scales common for all levels of education, which are set on an England and Wales basis.

SALARIES IN THE PRIVATE SECTOR

In England, approximately half of secondary schools are now academies (government-dependent private schools) and as such have the power to set their own pay scales if they so wish. In England and Wales, private independent schools set their own pay scales.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS	Basic statutory salary				Average actual salary		The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 10 years (six years on the main salary scale and an additional four years on the upper salary scale after positive assessment against national standards). Data on minimum and maximum gross annual statutory salaries are from the Department for Education, School Teachers' Pay and Conditions Document 2012, https://www.education.gov.uk/publications/eOrderingDownload/School%20Teacher%20Pay%20and%20Conditions%202012.pdf Data on average annual actual gross salaries are from the Department for Education, School Workforce in England: November 2012 (Statistical First Release, 30/4/13, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193090/SFR_15_2013.pdf). They pertain to England only. Data are not separated for pre-primary and primary or for lower and upper secondary education. While the salary scales that apply in maintained schools are not statutory for academies in England, it is relevant to show average actual salaries in these schools as they are becoming the majority (at secondary level).
	Minimum		Maximum		GBP	EUR	
	GBP	EUR	GBP	EUR			
Pre-primary	21588	24874	36756	42351	32200	37102	
Primary level (maintained schools)	21588	24874	36756	42351	32200	37102	
Primary academies (England only)	Not applicable	Not applicable	Not applicable	Not applicable	31100	35834	
Secondary level (maintained schools)	21588	24874	36756	42351	36100	41596	
Secondary academies (England only)	Not applicable	Not applicable	Not applicable	Not applicable	35200	40559	

SALARY INCREASE/DECREASE
2012/13: No change

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications Do not attract salary allowances.	
Further CPD qualifications Do not attract salary allowances.	
Positive teaching performance appraisal or students' results Fixed incremental amounts on the main and upper pay scale. School carries out performance appraisal and subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale.	Central School
Additional responsibilities 1) Teaching and Learning Responsibility (TLR) payments (England and Wales): between GBP 2535 and GBP 12393 per year; 2) Advanced Skills Teachers (England only) are paid on a separate salary scale of between GBP 37461 and GBP 56950 per year; 3) Excellent Teachers (England only) are paid on a separate salary scale of between GBP 39697 and GBP 52090 per year. They must have been on the upper pay scale for a minimum of 2 years when they take up post. There are centrally determined pay scales for these teachers but schools themselves appoint candidates to specific roles / responsibilities with TLRs and have some flexibility in deciding how much to award. Schools may also decide to award teachers additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school.	Central School
Geographical location (high cost of living, disadvantaged or remote area) Fixed incremental amounts on pay scale. There are separate pay scales for schools in inner London, outer London and the fringe area. Minimum on main pay scale for teachers in inner London: GBP 27000; maximum on upper pay scale for teachers in inner London: GBP 45000.	Central
Teaching pupils/students with special education needs or challenging circumstances Teachers may be paid a SEN allowance in the range GBP 2001 to GBP 3954 per year. Schools may offer recruitment and retention points for those working in challenging circumstances for a fixed period of up to three years.	Central School
Participation in extracurricular activities Schools make such payments at their discretion.	School
Overtime Schools may decide to award teachers additional payment for participation in continuing professional development undertaken outside the school day. Schools make such payments at their discretion.	School

UNITED KINGDOM (ENGLAND AND WALES)

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Public schools (known in England and Wales as maintained schools) are bound by centrally-determined pay scales common for all levels of education, which are set on an England and Wales basis, as school heads' salary is not a devolved matter in Wales.

**SALARIES IN
THE PRIVATE SECTOR**

In England, approximately half of secondary schools are now academies (government-dependent private schools) and as such have the power to set their own pay scales if they so wish. In England and Wales private independent schools set their own pay scales.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS

	Basic statutory salary		Average actual salary			
	Minimum	Maximum	Minimum	Maximum	GBP	EUR
	GBP	EUR	GBP	EUR		
Group 1 (L6 - L18)	42379	48830	56950	65620	Pre-primary level (ISCED0)	51900 59801
Group 2 (L8 - L21)	44525	51303	61288	70618	Primary level (maintained schools)	51900 59801
Group 3 (L11 - L24)	48024	55335	65963	76005	Primary academies (England only)	53600 61760
Group 4 (L14 - L27)	51614	59471	70991	81798	Secondary level (maintained schools)	60900 70171
Group 5 (L18 - L31)	56950	65620	78298	90218	Secondary academies (England only)	61900 71323
Group 6 (L21 - L35)	61288	70618	86365	99513		
Group 7 (L24 - L39)	65963	76005	95213	109708		
Group 8 (L28 - L43)	72752	83827	105097	121096		

The statutory salaries apply to maintained schools only. Data on minimum and maximum gross annual statutory salaries are from the Department for Education, School Teachers' Pay and Conditions Document 2012, <https://www.education.gov.uk/publications/eOrderingDownload/School%20Teacher%20Pay%20and%20Conditions%202012.pdf>

Every school is assigned to one of eight 'groups' according to the number, age and SEN status of pupils. Within the group, a 7-point 'individual school range' (ISR) is calculated with reference to the pay of other senior staff in the school. Heads move up the 7 salary points subject to satisfactory performance assessment. Due to the tendency for primary schools to be much smaller than secondary schools, in practice salaries set at the lowest points in the scale are likely only to be paid to heads in very small primary schools, and salaries at the highest points to heads of very large secondary schools.

Data on average annual actual gross salaries are from the Department for Education, School Workforce in England: November 2012 (Statistical First Release, 30/4/13, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/193090/SFR_15_2013.pdf).

The average salary data consists of an average across all 'leadership level' teachers, which includes deputy head teachers and assistant head teachers in addition to school heads. Data are not separated for pre-primary and primary or for lower and upper secondary education but the publication referenced does make it possible to view breakdown by age and gender. The data apply to England only.

SALARY ALLOWANCES FOR SCHOOL HEADS

Decision-making levels

Further formal qualifications

Do not attract salary allowances.

Further CPD qualifications

Do not attract salary allowances. (In Wales a leadership qualification is essential for appointment to headship; in England this is no longer compulsory but it is nevertheless encouraged.)

Positive teaching/management performance appraisal

School

Fixed incremental amounts on leadership pay scale. School governing body carries out performance appraisal and subject to this being satisfactory, heads move up the pay scale which consists of 7 consecutive points. In cases of outstanding performance, they may move 2 points up the scale.

Additional responsibilities

School

School governing bodies may decide to award school heads additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school and for additional responsibilities and activities due to, or in respect of, the provision of services by the head teacher relating to the raising of educational standards to one or more additional schools.

Geographical location (high cost of living, disadvantaged or remote area)

Central

Fixed incremental amounts on pay scale. There are separate pay scales for schools in inner London, outer London and the fringe area. Minimum at point 6 on leadership spine for inner London: GBP 49466; Maximum: GBP 112181.

Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances

School

School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion. With regard to recruitment and retention of school heads, in limited circumstances (school causing concern, and substantial difficulties in recruiting or retaining a school head) the governing body has discretion to move the pay range for school heads up by up to two school groups (these are determined according to the size of the school), and the possibility of exceeding the maximum of the spine.

Participation in extracurricular activities

School

School governing bodies make such payments at their discretion.

Overtime

School

School governing bodies may decide to award school heads additional payment for participation in out-of-school hours learning activity. They make such payments at their discretion.

School governing bodies may also decide to award school heads additional payment for continuing professional development undertaken outside the school day.

UNITED KINGDOM (NORTHERN IRELAND)

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Public schools (known in Northern Ireland as grant-aided schools) are bound by centrally determined pay scales common for all levels of education, which are determined by the Department of Education Northern Ireland but are guided by the arrangements in England and Wales.

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools set their own pay scales for teachers.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY
QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		Average actual salary	
	GBP	EUR	GBP	EUR	GBP	EUR
Pre-primary	21588	24874	36756	42351	35361	40744
Primary	21588	24874	36756	42351	36738	42331
Secondary Schools	21588	24874	36756	42351	38569	44440
Grammar schools	21588	24874	36756	42351	39247	45222

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 10 years (six years on the main salary scale and an additional four years on the upper salary scale after positive assessment against national standards).

Data on gross annual statutory salaries are from the Department of Education Northern Ireland, Circular 2010/19: Teachers' Pay and Allowances from 1 September 2010, which is still in force.

Data on average actual salaries are from the Department of Education Northern Ireland. Ref. date: May 2013. There are two types of school covering lower and upper secondary level, known as secondary schools and grammar schools. The data on actual salaries cannot be broken down by education level (lower secondary and upper secondary). The data for grammar schools does not include voluntary grammar schools.

**SALARY
INCREASE/
DECREASE**

2012/13:
No change

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Do not attract salary allowances.

Further CPD qualifications

Do not attract salary allowances.

Positive teaching performance appraisal or students' results

School

Fixed incremental amounts on the main and upper pay scale. School carries out performance appraisal and subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale.

Additional responsibilities

Central | School

Teaching Allowances: minimum: GBP 1847; maximum: GBP 11911. There are centrally determined pay scales for these teachers, but schools themselves appoint candidates to specific roles / responsibilities with teaching allowances and have some flexibility in deciding how much to award. Schools may also decide to award teachers additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school.

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Central | School

An allowance of GBP 2001 or 3954 is payable. Amounts are centrally determined while schools appoint individuals to these roles.

Schools may offer recruitment and retention points for those working in challenging circumstances for a fixed period of up to three years. The payments are centrally determined: minimum: GBP 1197; maximum: GBP 2352.

Participation in extracurricular activities

School

Schools make such payments at their discretion.

Overtime

School

Schools may decide to award teachers additional payment for participation in out-of-school hours learning activity agreed between the teacher and the head teacher. Schools make such payments at their discretion.

Schools may also decide to award teachers additional payment for continuing professional development undertaken outside the school day.

UNITED KINGDOM (NORTHERN IRELAND)

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Public schools (known in Northern Ireland as grant-aided schools) are bound by centrally-determined pay scales common for all levels of education, which are determined by the Department of Education Northern Ireland but are guided by the arrangements in England and Wales.

SALARIES IN THE PRIVATE SECTOR
Private independent schools set their own pay scales.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS							
	Basic statutory salary				Average actual salary		
	Minimum		Maximum			GBP	EUR
	GBP	EUR	GBP	EUR			
Group 1 (L6-L18)	42379	48830	56950	65620	Pre-primary level (ISCED0)	51120	58902
Group 2 (L8-L21)	44525	51303	61288	70618	Primary level	54219	62473
Group 3 (L11-L24)	48024	55335	65963	76005	Secondary schools	67630	77926
Group 4 (L14-L27)	51614	59471	70991	81798	Grammar schools	76789	88479
Group 5 (L18-L31)	56950	65620	78298	90218			
Group 6 (L21-L35)	61288	70618	86365	99513			
Group 7 (L24-L39)	65963	76005	95213	109708			
Group 8 (L28-L43)	72752	83827	105097	121096			

Data on minimum and maximum gross annual statutory salaries are from the Department for Education, School Teachers' Pay and Conditions Document 2012, <https://www.education.gov.uk/publications/eOrderingDownload/School%20Teacher%20Pay%20and%20Conditions%202012.pdf>. The same leadership spine as that in England and Wales is in operation in Northern Ireland. Every school is allocated to one of eight 'groups', each covering a range of 13-16 points on the overall 43-point pay spine, and each school uses an 'individual school range' (ISR) of seven consecutive points within that range. Heads receive increments and move up the seven points subject to satisfactory performance assessment. Primary schools tend to be much smaller than secondary and grammar schools (the two types of school providing lower/upper secondary education), so in practice salaries set at the lowest points in the scale are likely only to be paid to heads in very small primary schools, and salaries at the highest points to heads of very large secondary and grammar schools.

Data on average actual salaries are from the Department of Education Northern Ireland. Ref. date: May 2013. Northern Ireland has two types of school for lower and upper secondary level. Secondary and Grammar, and data on actual salaries cannot be broken down by education level (lower secondary and upper secondary). The figures do not cover heads in voluntary grammar schools.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications Do not attract salary allowances	
Further CPD qualifications Do not attract salary allowances	
Positive teaching/management performance appraisal Fixed incremental amounts on leadership pay scale. School governing body carries out performance appraisal and subject to this being satisfactory, heads move up the pay scale which consists of 7 consecutive points. Minimum value on 43 point pay spine is GBP 42379 and maximum value is GBP 105097.	School
Additional responsibilities Schools may decide to award school heads additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school and for additional responsibilities and activities due to, or in respect of, the provision of services by the head teacher relating to the raising of educational standards to one or more additional schools.	School
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion.	School
Participation in extracurricular activities Schools make such payments at their discretion.	School
Overtime Schools may decide to award school heads additional payment for participation in out-of-school hours learning activity. Schools make such payments at their discretion.	School
Schools may also decide to award school heads additional payment for continuing professional development undertaken outside the school day.	

UNITED KINGDOM (SCOTLAND)

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Teachers' basic statutory salaries in all state schools in Scotland are set at a national level by the Scottish Negotiating Committee for Teachers (SNCT).

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools are free to set their own salary levels.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	GBP	EUR	GBP	EUR		
Pre-primary	25716	29631	34200	39406	32144	37037
Primary	25716	29631	34200	39406	32144	37037
Lower secondary	25716	29631	34200	39406	32144	37037
Upper secondary	25716	29631	34200	39406	32144	37037

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 6 years.

Data on gross annual statutory salaries are from the Scottish Negotiating Committee For Teachers, The SNCT Handbook of Conditions of Service, Appendix 2.1 SNCT Salary tables. Data on average actual salaries are from Staff Pay Data Census in Scotland. The presented average actual salaries are for all levels of education together. Ref. year: 2012/13.

**SALARY
INCREASE/DECREASE**

2012/13:
No change

There have been no increases to teachers' salary scales since 2010, this 2 year freeze is due to end in March 2013.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Central

Fixed amounts for remote schools and schools on distant islands:
GBP 1221, GBP 1842 or GBP 2289 per year.

**Teaching pupils/students with special education needs or
challenging circumstances**

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

Teachers in Scotland who have reached the maximum of the main grade scale can elect to work towards Chartered Teacher Status. On successful completion of the first 2 modules of study, they are then moved to a separate pay scale (GBP 35253 to GBP 41925) and move up this scale (one increment for each subsequent 2 modules completed until full chartered status is achieved).

UNITED KINGDOM (SCOTLAND)

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
Private independent schools are free to set their own salary levels.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						Data on gross annual statutory salaries are from the Scottish Negotiating Committee For Teachers, The SNCT Handbook of Conditions of Service, Appendix 2.1 SNCT Salary tables. School head posts in state schools in Scotland are job sized according to an agreed set of criteria (including size of the school roll) which measure the management responsibilities of that specific post. The result of this jobsizing exercise determines the point on the above scale that the post-holder is paid. Data on average actual salaries are from the Staff Pay Data Census in Scotland. The presented average actual salaries are for all levels of education together. Ref. year: 2012/13.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		GBP		EUR
	GBP	EUR	GBP	EUR			
Pre-primary	42288	48726	82542	95108	50231	57878	
Primary	42288	48726	82542	95108	50231	57878	
Lower secondary	42288	48726	82542	95108	50231	57878	
Upper secondary	42288	48726	82542	95108	50231	57878	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision-making levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Not applicable	
Additional responsibilities Not applicable	
Geographical location (high cost of living, disadvantaged or remote area) Fixed amounts for remote schools and schools on distant islands: GBP 1221, GBP 1842 or GBP 2289 per year.	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities Not applicable	
Overtime Not applicable	

CROATIA

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Local level/municipality
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

In privately owned schools, teachers' basic statutory salaries are determined autonomously by the owner.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		EUR	
	EUR	EUR	EUR	EUR		
Pre-primary	No data	No data	No data	No data	85188	11452
Primary	64974	8734	77846	10465	82104	11037
Lower secondary	64974	8734	88879	11948	82104	11037
Upper secondary	64974	8734	88879	11948	89772	12068

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 35 years.

Data on gross statutory salaries are calculated based on the coefficients from governmental document regulating salaries of teachers and headmasters (as well as all the other public sector employees), available at http://narodne-novine.nn.hr/clanci/sluzbeni/2002_12_156_2561.html. The basic statutory salary (S) in public sector in Croatia is calculated as the product of the national baseline salary amount (B), job complexity factor (C) and length-of-service increment (L) which is initially equal to one and increases by 0.005 for each year of service (Y):

$$S = B * C * (1 + 0.005 * Y)$$

Data on average actual salaries are from CROSTAT. Report on average monthly gross earnings of persons in paid employment for December 2012. The provided data are aggregated for all employees of schools, including teachers (who make for the overwhelming majority of school personnel), school heads as well as other pedagogical, technical and support staff. Source: http://www.dzs.hr/Hrv_Eng/publication/2012/09-01-02_12_2012.htm

**SALARY
INCREASE/DECREASE**
2012/13:

↓ : Reduction of salaries due to the Economic crisis

The 13th and 14th payment (Christmas allowance 'Božičnica' and summer vacation allowance 'Regres za godišnji odmor') which were previously provided for all employees in public sector were dismissed.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

An increase of 8 % of the basic statutory salary for additional qualification at Master level and an increase of 15 % of the basic statutory salary for additional qualification at Doctorate level.

Central
Further CPD qualifications

Job complexity factor increases through three levels (1. level: novice; 2. level: mentor; 3. level: counsellor).

Central
Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

The basic statutory salary is increased by 10 %.

Central
Teaching pupils/students with special education needs or challenging circumstances

The hourly fee for each class held with pupils with special needs is increased by 7-10 % from the regular hourly fee, depending on the structure of the class and the number of pupils with special needs.

Central
Participation in extracurricular activities

Not applicable

Overtime

Each hour of overtime work is paid as 1.5 regular working hour.

Central

CROATIA

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Local level/municipality
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

In privately owned schools, school heads' basic statutory salaries are determined autonomously by the owner.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		EUR	
	EUR	EUR	EUR	EUR		
Pre-primary	No data	No data	No data	No data	85188	11452
Primary	121366	16315	121366	16315		
Primary (big)	131173	17633	131173	17633	82104	11037
Primary (small)	111559	14996	111559	14996		
Lower secondary	121366	16315	121366	16315		
Lower secondary (big)	131173	17633	131173	17633	82104	11037
Lower secondary (small)	111559	14996	111559	14996		
Upper secondary	121366	16315	121366	16315		
Upper secondary (big)	131173	17633	131173	17633	89772	12068
Upper secondary (small)	111559	14996	111559	14996		

Data on gross statutory salaries are calculated based on the coefficients from governmental document regulating salaries of teachers and headmasters (as well as all the other public sector employees), available at: http://narodne-novine.nn.hr/clanci/sluzbeni/2002_12_156_2561.html. Data on average actual salaries are from CROSTAT. Report on average monthly gross earnings of persons in paid employment for December 2012. The provided data are aggregated for all employees of schools, including teachers (who make for the overwhelming majority of school personnel), school heads as well as other pedagogical, technical and support staff. Source: http://www.dzs.hr/Hrv_Eng/publication/2012/09-01-02_12_2012.htm

SALARY ALLOWANCES FOR SCHOOL HEADS
Decision-making levels
Further formal qualifications

An increase of 8 % of the basic statutory salary for additional qualification at Master level and an increase of 15 % of the basic statutory salary for additional qualification at Doctorate level.

Central
Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Basic statutory salary increased by 10 %

Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

ICELAND

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Local level/municipality
Primary education	Local level/municipality
General lower secondary education	Local level/municipality
General upper secondary education	Central level

Basic statutory salaries for pre-primary, primary and lower secondary level are determined by the Collective Agreement between The Association of Local Authorities in Iceland and The Icelandic Teachers Union.

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary		Average actual salary	
	Minimum ISK	Maximum EUR	Minimum ISK	Maximum EUR
Pre-primary	3679200	22569	4936065	30279
Primary	4199356	25760	5246622	32184
Lower secondary	4199356	25760	5246622	32184
Upper secondary	4527264	27771	6885449	42237

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: The number of years varies. Determination of salaries is a combination of education, work experience and actual age. Teachers 55 years and older are compensated with a reduction of teaching time duties.

Data on gross annual statutory salaries for pre-primary, primary and lower secondary level are from the Collective Agreement between The Association of Local Authorities in Iceland and The Icelandic Teachers Union valid until 31 March 2014. Data on gross annual statutory salaries for upper secondary level are from the Icelandic Ministry of Education, Science and Culture. Ref. year: 2012.

Data on average actual salaries for upper secondary level are from the Ministry of Finance; coverage: > 90 %; Ref. year: 2012; calculation: gross average monthly salary of full-time equivalent, fully qualified teacher multiplied by 12.

**SALARY
INCREASE/DECREASE**

2012/13:

↑ : Reform of teachers salaries

General agreement on rise in salary for all teachers in April 2012.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making
levels

Further formal qualifications

Raise in salary level

Local | School

Further CPD qualifications

Salary increases through experience

Local

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Information on method of calculation and reference values not available

School

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Raise in salary level

Local | School

Participation in extracurricular activities

Estimated as overtime

School

Overtime

1 % of the monthly basic salary per hour.

Local | School

Salaries are calculated in a tiered matrix. Salary allowances may come as specific payments or as salary raises within the matrix. Part of primary teachers' working time is reserved for CPD. As teachers are expected to participate in CDP, they get salary increases through experience. Overtime payments can be a significant factor in salaries of upper secondary teachers. In case of work outside normal working hours, extra time is paid separately.

ICELAND

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Local level/municipality
Primary education	Local level/municipality
General lower secondary education	Local level/municipality
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		ISK	EUR
	ISK	EUR	ISK	EUR		
Pre-primary	4787103	29365	7545175	46284	No data	No data
Primary	5236651	32123	8584832	52661	No data	No data
Lower secondary	5236651	32123	8584832	52661	No data	No data
Upper secondary	8451200	51841	11162478	68473	No data	No data

Data on gross annual statutory salaries for pre-primary, primary and lower secondary level are from the Collective Agreement between The Association of Local Authorities in Iceland and The Icelandic Teachers Union valid until 31 March 2014. Data on gross annual statutory salaries for upper secondary level are from the Icelandic Ministry of Education, Science and Culture. Ref. year: 2012.

SALARY ALLOWANCES FOR SCHOOL HEADS

Decision-making levels

Further formal qualifications

Raise in the salary level

Local

Further CPD qualifications

Information on method of calculation, reference values and level of decision-making not available

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Salary raise increased workload. Hourly rate 1 % of monthly salary.

Local | School

In many cases, the overall level of allowances depends on a number of factors both at municipal and school level. Allowances for upper secondary school heads may be different.

TURKEY

DECISION-MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
In accordance with the Ministry of National Education Regulation on Private Education Institutions, the basic net salary paid to a teacher in a private independent school cannot be less than the basic net salary of a teacher working in an equivalent public school. Taking this precondition into account, private schools may adopt different salary policies. Thus, teacher salaries may vary significantly between private schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		TRY	EUR
	TRY	EUR	TRY	EUR		
Pre-primary	30658	13114	35879	15347	No data	No data
Primary	30658	13114	35879	15347	No data	No data
Lower secondary	28140	12037	33360	14270	No data	No data
Upper secondary	28140	12037	33360	14270	No data	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years.

Data on the gross annual statutory salaries are from Decision on the Lesson and Additional Lesson Hours of School Heads and Teachers of MoNE (http://mevzuat.meb.gov.tr/html/26378_0.html).

SALARY INCREASE/DECREASE
2012/13: ↑ : General salary adjustment for all public employees

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

TURKEY

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
In accordance with the Ministry of National Education Regulation on Private Education Institutions, the basic net salary paid to a school head in a private independent school cannot be less than the basic net salary of a school head working in an equivalent public school. Taking this precondition into account, private schools may adopt different salary policies. Thus, school head salaries may vary significantly between private schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		TRY	EUR
	TRY	EUR	TRY	EUR		
Pre-primary	39228	16780	43435	18580	No data	No data
Primary	36706	15701	40917	17502	No data	No data
Lower secondary	36706	15701	40917	17502	No data	No data
Upper secondary	36706	15701	40917	17502	No data	No data

Data on gross annual statutory salaries are from the Decision on the Lesson and Additional Lesson Hours of School Heads and Teachers of MoNE (http://mevzuat.meb.gov.tr/html/26378_0.html). The amounts reflect the salaries of school heads in most common school types, i.e., primary schools and general secondary schools. Salaries in other school types such as boarding primary schools, anatolia, science and social sciences high schools differ.

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

LIECHTENSTEIN

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Public school teachers' salaries are since 2007 based on the national law on Civil Service Salaries and the related ordinance on teachers and its amendments.

**SALARIES IN
THE PRIVATE SECTOR**

Private grant-aided and private independent schools work under the private employment law. They are free to define their teachers' salaries within that legal framework.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		CHF	EUR
	CHF	EUR	CHF	EUR		
Pre-primary	77315	62725	125460	101785	No data	No data
Primary	84333	68419	136860	111034	No data	No data
Lower secondary (Gymnasium)	99601	80806	161650	131146	No data	No data
Lower secondary (Oberschule, Realschule)	91971	74615	149250	121086	No data	No data
Upper secondary (Gymnasium)	99601	80806	161650	131146	No data	No data

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: age system to reach maximum basis statutory salary does not apply, only a small part of the salary increases with age and years of service. The other part is performance based.

Following a major reform of the initial teacher education, there are still teachers with old diplomas. For those teachers, a general deduction of 10 % of the gross annual statutory salary amount is applied.

There is a major difference regarding actual taught time at lower and upper level of the Gymnasium. Full statutory salary at lower level of the Gymnasium is given for 28 lessons per week (100 full-time equivalence) and for 22 lessons per week at upper level.

**SALARY
INCREASE/DECREASE**

2012/13:
No change

Since 2007, the reform of teachers' salaries aimed at determining the regular teachers' payment in accordance with the system for civil servants. The new salary system is regarded as a tool for quality assurance.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

No data

Central
Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Management responsibilities (substitute head of school function)

Central | School
Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

**Teaching pupils/students with special education needs or
challenging circumstances**

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

There are no special financial contributions paid as allowances but teachers receive a relief of their teaching hours if they do some of the mentioned tasks (so called *anrechenbare Tätigkeiten, Entlastungslektionen*). Each school has a certain quota of lessons for defined tasks to allocate to the teachers based on calculations defined by law (Ordinance on teachers service: http://www.gesetze.li/get_pdf.jsp?PDF=2004092.pdf, Art. 22).

LIECHTENSTEIN

**DECISION-MAKING LEVELS FOR SETTING
SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

**SALARIES IN
THE PRIVATE SECTOR**

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

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
SCHOOL HEADS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		CHF	EUR
	CHF	EUR	CHF	EUR		
Pre-primary	Not applicable	Not applicable	Not applicable	Not applicable	No data	No data
Primary	69154	56104	161642	131139	No data	No data
Primary (small)	48514	39359	54030	43834	No data	No data
Lower secondary	82725	67114	147094	119336	No data	No data
Lower secondary	82725	67114	147094	119336	No data	No data
Upper secondary (big)	165113	133955	188968	153308	No data	No data
Upper secondary (small)	92914	75380	103484	83956	No data	No data

With a reform of the ordinance on civil servants salary systems in June 2012, a new salary system for school heads has been introduced in the context of reform of school heads in general (more autonomy and more leadership responsibilities). Until that date, school heads were regular teachers with additional managerial responsibilities. As from the school year 2012/13, actual school heads are in place with special contracts (civil servants) and salary system. As most head of school positions are not full-time positions (actual workload depends on the size of the school), head of schools may additionally have a teaching contract. This is not covered in the amounts indicated in the table.

SALARY ALLOWANCES FOR SCHOOL HEADS

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

NORWAY

**DECISION-MAKING LEVELS FOR SETTING
TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS**

Pre-primary education	Central level Local level/municipality
Primary education	Central level Local level/municipality
General lower secondary education	Central level Local level/municipality
General upper secondary education	Central level Regional level

The minimum wages are negotiated at central level. Authorities at local level are free to increase minimum wages. The minimum wages are therefore not statutory, strictly speaking.

**SALARIES IN
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

**ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED
TEACHERS IN PUBLIC SCHOOLS**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		NOK	EUR
	NOK	EUR	NOK	EUR		
Pre-primary	350900	45025	Not applicable	Not applicable	414878	53235
Primary	395900	50799	Not applicable	Not applicable	459209	58923
Lower secondary (t4it)	395900	50799	Not applicable	Not applicable	459209	58923
Lower secondary (t5it)	413900	53109	Not applicable	Not applicable		
Upper secondary (t5it)	413900	53109	Not applicable	Not applicable	492157	63150
Upper secondary (t6it)	448400	57536	Not applicable	Not applicable		

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: not fixed.

Data on minimum basic gross statutory salaries and data on average actual salaries are from the PAI data base owned by The Norwegian Association of Local and Regional Authorities (KS). Ref. year for average actual salaries: 2012. The wages for December 2012 are multiplied by 12 to obtain annual wages. * txyit: (teachers with x years of initial training).

**SALARY
INCREASE/DECREASE**
2012/13:

↑ : General salary adjustment for all public employees

The increase is due to negotiations at central level.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision-making
levels**
Further formal qualifications

Fixed amounts

Central

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Minimum value

Central | Local

Geographical location (high cost of living, disadvantaged or remote area)

Not applicable

**Teaching pupils/students with special education needs or
challenging circumstances**

Not applicable

Participation in extracurricular activities

Information on method of calculation and reference values not available

Local

Overtime

Between 50 % and 100 % of the basic salary.

Central

NORWAY

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level Local level/municipality
Primary education	Central level Local level/municipality
General lower secondary education	Central level Local level/municipality
General upper secondary education	Central level Local level/municipality

The minimum wages are negotiated at central level. Local level is free to increase minimum wages.

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined using the same methods for public, private grant-aided and private independent schools.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						Average actual salary		Data on minimum basic gross statutory salaries and data on average actual salaries are from the PAI data base owned by The Norwegian Association of Local and Regional Authorities (KS). The minimum wages for school heads depend on the number of employees on each school. In general upper secondary education, they also depend on the number of students. Ref. year for average actual salaries: 2012. The wages for December 2012 are multiplied by 12 to obtain annual wages. * $MX + Y$ (MX man-year, Y number of students* 0.1).	
	Basic statutory salary				NOK				EUR
	Minimum		Maximum						
	NOK	EUR	NOK	EUR	NOK	EUR			
Pre-primary	Not applicable	Not applicable	Not applicable	Not applicable	506565	64999			
Primary (big)	496700	63733	Not applicable	Not applicable	596016	76477			
Primary (small)	420300	53930	Not applicable	Not applicable					
Lower secondary (big)	496700	63733	Not applicable	Not applicable	596016	76477			
Lower secondary (small)	420300	53930	Not applicable	Not applicable					
Upper secondary (MX+Y>10)*	543700	69764	Not applicable	Not applicable	674064	86492			
Upper secondary (MX+Y<=10)*	488500	62681	Not applicable	Not applicable					

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

PART III: DEFINITIONS

Education levels and programmes	91
Decision-making levels	91
Schools	92
Teachers and school heads	92
Salaries	92
Allowances	93

Definitions

Education levels and programmes

Pre-primary education (ISCED 0)

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

Primary education (ISCED 1)

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

Lower secondary education (ISCED 2)

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

Upper secondary education (ISCED 3)

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

Decision-making levels

The top-level authority for education

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

Local level / Municipality

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

School level

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

Schools

Public school

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

Private grant-aided schools

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

Private independent schools

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

School size

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

Teachers and school heads

Fully qualified classroom teacher

A classroom teacher is defined as a person whose professional tasks involve the planning, organisation and delivery of group or individual activities for a class of students with respect to the development of their knowledge, skills, and attitudes. Fully qualified teachers have fulfilled all the training requirements for teaching (one or more subjects) and meet all other requirements (e.g. probation period) according to the official policy in a country.

School head

Any person leading a school or a group of schools who, alone or as part of an administrative body such as a board or council, is responsible for its leadership/management/administration. Depending on circumstances, the person concerned may also exercise educational responsibilities (which may include teaching tasks), but also responsibility for the general functioning of the institution in areas such as the timetable, implementation of the curriculum, decisions about what is to be taught and the materials and methods used, management of staff and/or finances.

Salaries

Basic statutory salary (teachers/school heads)

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

Basic gross annual statutory salary

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

Minimum salary

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

Maximum salary

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

Actual gross average salary (teachers/school heads)

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

Allowances**Salary allowances**

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

Further formal qualifications

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

Further CPD qualifications

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

Positive performance appraisal

Teachers and school heads may be appraised on the quality of their work (teaching or managing) through internal or external evaluation procedures or on the basis of the results obtained by their students in different types of examinations. Additional allowances are paid in some countries to teachers/school heads who perform well in appraisals.

Additional responsibilities

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

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

Location allowances are often used as incentives to encourage teachers to accept posts in remote or rural areas as well as in socially disadvantaged ones. Also included in this group are the allowances given for working in regions such as capital cities where the cost of living is above average.

Special education needs or challenging circumstances

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

Extra-curricular activities

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

Overtime

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

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