

Teachers and School Heads Salaries and Allowances in Europe, 2009/10



PART I: INTRODUCTION AND DEFINITIONS

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Introduction

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

Following the previous positive experience, in 2010, the Eurydice Network decided to collect and publish on a yearly basis information on the salaries and allowances for teachers and school heads. The present document presents in a comprehensive way national information on teachers and school heads remunerations from *Pre-primary education (ISCED 0) to Upper-secondary education (ISCED3) for 31 education systems in Europe*. 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.

The data are collected using common definitions that ensure the comparability of the national information and the reliability of cross country comparisons. These definitions are presented in the second section of the document.

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 **2009/10 school year** (September 2009-August 2010). 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 2010** if not indicated otherwise.

⁽¹⁾ http://eacea.ec.europa.eu/education/eurydice/key_data_en.php

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)

It continues the basic programmes of the 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 entrance age is typically 15 or 16 years. Entrance qualifications (end 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

Central level

This level makes reference to the central government as the top-level authority for education in most countries and the governments of the Communities in Belgium.

Regional level

This level makes reference to the decision making bodies at the first territorial unit below the national level in countries that do not have a 'federal' – or similar type of governmental structure. Also this category must be used for the decisions taken by the *Länder* in Germany and the governments of the Autonomous Communities in Spain.

Local level / municipality

This level makes reference to the decision making bodies at municipality or city level.

School level

This level makes reference to all the decision making bodies that are located within the school. They may include the school head, school board, parental committee, etc.

Schools

Public school

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

Private government dependent 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 the public authorities.

School size

Where school heads salaries can be linked to the size of the school the precise size of 'small schools' and 'big schools' is provided as laid down in 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 and organisation of group or individual activities related with the development of students' knowledge, skills, and attitudes. Fully qualified teachers have fulfilled all the training requirements for teaching (a certain subject) and meet all other requirements (e.g. probation period) according to the formal policy in a country.

School head

Any person heading a school or a group of schools who, alone or within 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 financial responsibilities.

Salaries**Teacher / School head basic statutory salary**

The remuneration awarded to a teacher/school head with the minimum qualifications required to teach or to manage a school at a specific level of the education system that is 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 challenged 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 length of service and/or the age.

Actual average teacher/school head salary

The actual gross annual salary received by all teachers/school heads at 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 the specific level. Depending of the country, in some cases all education levels are considered together. The data can be 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 retributions, which compensate teachers for additional tasks or responsibilities, or for difficult working conditions. These elements may represent a significant proportion of a teacher's salary in some countries. Such allowances may be linked to 'further qualifications', 'appraisal of teacher performance', 'additional responsibilities' (management responsibilities in addition to teaching duties), 'geographical location of work', 'obligation to teach classes in challenged circumstances', etc.

Further formal qualifications

Further formal qualifications makes reference to any postgraduate qualifications that are obtained after the minimum qualification needed to become a teacher at the specific level of education (e.g. masters degree, doctorate, etc.)

Further CPD qualifications

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

Positive teaching / management performance appraisal

This evaluation may include two types of appraisal, namely the specific teacher's merit and quality of their teaching or the results obtained by their students in different type of examinations. In the case of school heads, the management appraisal can be the result of external evaluation or the results obtained by students in different type of examinations.

Additional responsibilities

All the activities that might be done by teachers/school heads and distinct from those specifies 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 in selection or examination committees, participation in national or international bodies, organization of teaching materials, etc.

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

Incentives intended to encourage teachers to accept posts in remote or rural areas as well as socially disadvantaged areas. In this group are also included the allowances given for working in regions such as the capital cities with an above average cost of living.

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

In this group are including all the activities linked to the teaching of pupils/students with special education needs integrated in mainstream classes as well as pupils/students with learning difficulties, languages problems, immigrant background, etc. In the case of school heads, these activities also include tasks oriented to coordinate and support specific groups of pupils/students.

Extracurricular activities

These activities can include sports, out of the school workshops, visits to museum, theatre, summer school, etc.

Overtime

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

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TEACHERS

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

SALARIES IN THE PRIVATE SECTOR
Teachers' basic statutory salaries are defined following the same methods for public and private government dependent schools. The private independent schools determine themselves their basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	27 438	47 703	No data	
Primary	27 438	47 703	No data	
Lower secondary	27 438	47 703	No data	
Upper secondary	34 281	60 515	No data	

SALARY INCREASE/DECREASE
2008/09: ➤ : Reform of teachers salaries ➤ : General salary adjustment to the raise of costs of living for all public and private employees (index implementation)
2009/10: ➤ : Reform of teachers salaries —
A gross annual fixed amount was granted to all teachers: EUR 131.27 in December 2008 and EUR 262.54 in December 2010.

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
Further formal qualifications Different fixed amounts depending on various additional qualifications	Central
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	Central
Teaching pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities Not applicable	
Overtime 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

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined following the same methods for public and private government dependent schools. The private independent schools determine themselves their basic statutory salaries.

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 (≤ 71 pupils)	31 358	53 165	No data
Pre-primary (72 - 140 pupils)	32 686	54 493	
Pre-primary (141 - 209 pupils)	34 014	55 821	
Pre-primary (> 210 pupils)	35 342	57 149	
Primary (≤71 pupils)	31 358	53 165	No data
Primary (72 - 140 pupils)	32 686	54 493	
Primary (141 - 209 pupils)	34 014	55 821	
Primary (> 210 pupils)	35 342	57 149	
Lower secondary	35 334	60 515	No data
Upper secondary	45 084	72 323	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	

TEACHERS

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

SALARIES IN THE PRIVATE SECTOR
Teachers' basic statutory salaries are defined following the same methods for public and private government dependent schools. The private independent schools determine their own basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	25 782	44 303	No data	
Primary	25 782	44 303	No data	
Lower secondary	25 782	44 303	No data	
Upper secondary	32 486	56 488	No data	

SALARY INCREASE/DECREASE
2008/09: ↗ : Reform of teachers salaries ↗ : General salary adjustment to the raise of costs of living for all public and private employees (index implementation)
2009/10: No change —

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
Further formal qualifications 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.	Central
Further CPD qualifications Not applicable	
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 Not applicable	
Overtime % of the basic salary	Central

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

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined following the same methods for public and private government dependent schools. The private independent schools determine themselves their basic statutory salaries.

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	34 065	56 488	No data
Lower secondary	61 254	67 717	No data
Upper secondary	61 254	67 717	No data

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

TEACHERS

BELGIUM – FLEMISH COMMUNITY

DECISION MAKING LEVELS FOR THE DEFINITION OF THE 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 following the same methods for public and private government dependent schools. The private independent schools determine themselves their basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	28 338	49 011	No data	
Primary	28 338	49 011	No data	
Lower secondary	28 338	49 011	No data	
Upper secondary	35 375	62 028	No data	

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment to the raise of costs of living for all public and private employees (index implementation)
2009/10: ↗ : Increase of the holiday allowance —

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
Further formal qualifications Different fixed amounts according to different qualifications: min EUR 39.77 per month; max EUR 119.33 per month	Central
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	Central
Teaching pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities Not applicable	
Overtime Max – 140 % of the basic salary	

BELGIUM – FLEMISH COMMUNITY

DECISION MAKING LEVELS FOR THE DEFINITION OF
THE 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 following the same methods for public and private government dependent schools. The private independent schools determine themselves their basic statutory salaries.

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	37 109	62 670	No data
Primary (< 180 pupils/100 pupils in Brussels)	37.109	57.783	No data
Primary (≥ 350 pupils)	41 997	62 670	
Lower secondary	41 997	62 670	No data
Upper secondary	49 034	75 687	No data

For the pre-primary and primary schools, there are different school 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 regarding the fact whether or not school head has a lesson duty. The mentioned scales are those without lesson duty. There is also a distinction between schools with specific profiles in vocational education, arts education, etc.

SALARY ALLOWANCES FOR SCHOOL HEADS

Decision making
levels

Further formal qualifications

Different fixed amounts according to different qualifications: min EUR 39.77 per month; max EUR 119.33 per month

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

Central

TEACHERS

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
The teachers' statutes determine only the minimum basic statutory salary but not the maximum one. Considering the legislation, every school establishes internal rules, which define the division of the personnel's salaries and allowances and the relationship between the years of experience and the amount of the basic salary over the minimum.	

SALARIES IN THE PRIVATE SECTOR
Private independent schools determine themselves their basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: -
	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	BGL	EUR	BGL	EUR	BGL	EUR
Pre-primary	5 400	2 761	Not applicable	Not applicable	8 353	4 271
Lower secondary	5 400	2 761	Not applicable	Not applicable	8 353	4 271
Upper secondary	5 400	2 761	Not applicable	Not applicable	8 353	4 271
						The indicated values are for Junior teachers without teacher experience. After 10 years of professional experience a 'Junior' teacher can become 'Senior' or 'Chief' teacher. The minimum statutory salaries for these categories are BGL 5 796 and BGL 6 192.
						Data on average actual salaries are from the National Statistics Institute preliminary data on annual salary for the educational public sector as a whole (pedagogical and non-pedagogical staff). Ref. year: 2010.

SALARY INCREASE/DECREASE
2008/09: No change
2009/10: ➤ : Reform of teachers salaries
—
In 2010, the salaries statutory salaries for Senior teachers and Chief teachers were increased between 7 %-13 % in comparison with 2008/09.

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
Further formal qualifications Information on method of calculation and reference values not available	Central; Local; School
Further CPD qualifications Information on method of calculation and reference values not available	Central; Local; School
Positive teaching performance appraisal or students' results Information on method of calculation and reference values not available	Central; Local; School
Additional responsibilities Information on method of calculation and reference values not available	Central; Local; School
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	Central; Local; School
Teaching pupils/students with special education needs or challenging circumstances Information on method of calculation and reference values not available	Central; Local; School
Participation in extracurricular activities Information on method of calculation and reference values not available	Central; Local; School
Overtime Information on method of calculation and reference values not available	Central; Local; School
The Collective labour agreement, signed 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 definition 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 salaries of the school heads of the municipality and state schools for 2010, signed by the Minister of Education, Youth and Science. Ordinance No 1 for the salaries of the personnel in the units of the educational system, signed by the Minister of Education, Youth and Science.	

SALARIES IN THE PRIVATE SECTOR
Private independent schools determine themselves their basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						Data on average actual salaries are from the National Statistics Institute preliminary data on annual salary for the educational public sector as a whole (pedagogical and non-pedagogical staff). Ref. year: 2010.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		BGL		EUR
	BGL	EUR	BGL	EUR			
Pre-primary	7 080	3 620	9 960	5 093	8 353		4 271
Primary	7 080	3 620	9 960	5 093	8 353		4 271
Primary (big)	7 080	3 620	12 480	6 381			
Primary (small)	7 080	3 620	7 080	3 620			
Lower secondary	7 080	3 620	10 200	5 215	8 353		4 271
Lower secondary (big)	7 080	3 620	12 720	6 504			
Lower secondary (small)	7 080	3 620	7 080	3 620			
Upper secondary	7 080	3 620	10 380	5 307	8 353	4 271	
Upper secondary (big)	7 080	3 620	12 960	6 626			
Upper secondary (small)	7 080	3 620	7 080	3 620			

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
Further formal qualifications Information on method of calculation and reference values not available	Central; Regional; Local
Further CPD qualifications Information on method of calculation and reference values not available	Central; Regional; Local
Positive teaching/management performance appraisal Information on method of calculation and reference values not available	Central; Regional; Local
Additional responsibilities Information on method of calculation and reference values not available	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 Information on method of calculation and reference values not available	Central; Regional; Local
Participation in extracurricular activities Information on method of calculation and reference values not available	Central; Regional; Local
Overtime Information on method of calculation and reference values not available	
The Collective labour agreement defines the various salary allowances and also their amounts concerning state and municipal schools. 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.	

CZECH REPUBLIC

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

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

The Central level is responsible for creating official national salary tables for public sector employees. The School level defines the appropriate salary category of the national salary scale to individual teachers.

**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	138 840	5 252	266 760	10 091	235 284	8 900
Primary	177 360	6 709	289 200	10 940	300 624	11 372
Lower secondary	177 360	6 709	289 200	10 940	300 624	11 372
Upper secondary	177 360	6 709	289 200	10 940	321 720	12 170

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

32 years.

Statutory salaries are based on salary scales 8-11 for ISCED 0 and salary scales 11-12 for ISCED 1-3. Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2009.

**SALARY
INCREASE/DECREASE**
2008/09:

↗ : General salary adjustment for all public employees

2009/10:

No change

—

In accordance with the national government's decision, from 1 July 2009, teachers' and school workers' basic gross statutory salaries were increased by 3.5 %-3.6 %.

**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 % of the highest salary steps in the given category (usually the individual allowance amounts to 5.2 % of the gross salary).

Additional responsibilities

Central; School

- 1) Leadership of other employees set in a percentage of the highest salary steps in the given category: 5-40 % according to the level of leadership.
- 2) Supervision of pupils who are exposed to a heightened risk of injury due to use of machines, tools and apparatus: CZK 400-1 000 monthly.
- 3) Allowance for a class teacher: CZK 400-1 000 monthly.
- 4) Performance of specialized activities which requires further qualifications (coordination in the area of ICT, developing and co-ordination of School Framework Programmes, prevention of socially pathologic phenomena and activities related to the environmental education and to the spatial orientation of visually disabled children and pupils): CZK 1 000-2 000 monthly.

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

Not applicable

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

1) Central
2) Central; School

- 1) Teachers working with pupils/students with special educational needs in special schools, classes or groups (i.e. in those specially designed for these pupils/students): CZK 600-2 000 monthly.
- 2) Teachers working in classes with pupils of different age: CZK 600-2 000 monthly.

Participation in extracurricular activities

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 are the responsibility of the central government. School heads are responsible for duties allocation among teachers and for the individual allowances and bonuses. At school level, actual individual allowance for particular teachers is set by the school head. 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; Local level/Municipality
Primary education	Central level; Local level/Municipality
General lower secondary education	Central level; Regional level; Local level/Municipality
General upper secondary education	Central level; Regional level

Salary conditions for school heads are set by the body which appoint them to the position (founder): Ministry of Education, Youth and Sports (MEYS), a regional authority, a municipality or a group of municipalities or a head of the relevant state organisation (for example, in military or police schools).

**SALARIES IN
THE PRIVATE SECTOR**

Private school heads' wages are contractual and are 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	150 600	5 697	266 760	10 091	366 240	13 854
Primary	177 360	6 709	313 440	11 857	521 724	19 736
Lower secondary	177 360	6 709	313 440	11 857	521 724	19 736
Upper secondary	177 360	6 709	313 440	11 857	521 724	19 736

Statutory salaries are based on fully qualified teachers' salary scales 9-11 for ISCED 0 and salary scales 11-13 for ISCED 1-3. School heads receive additional salary component—allowance for leadership.

Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2009.

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

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal
Central/Regional; Local

- 1) Reference values set in labour code.
- 2) Individual allowance for particular school heads set by the founder of the school: up to 50 % of the highest salary steps in the given category (usually the individual allowance amounts to 12.5 % of the gross salary).

Additional responsibilities
Central; School

- 1) Leadership of other employees set in a percentage of the highest salary steps in the given category: 5-40 % according to the level of leadership.
- 2) Supervision of pupils who are exposed to a heightened risk of injury due to use of machines, tools and apparatus: CZK 400-1 000 monthly.
- 3) Allowance for a class teacher: CZK 400-1 000 monthly.
- 4) Performance of specialized activities which requires further qualifications (coordination in the area of ICT, developing and co-ordination of School Framework Programmes, prevention of socially pathologic phenomena and activities related to the environmental education and to the spatial orientation of visually disabled children and pupils): CZK 1 000-2 000 monthly.

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

Not applicable

Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances
**1) Central
2) Central; School**

- 1) Teachers working with pupils/students with special educational needs in special schools, classes or groups (i.e. in those specially designed for these pupils/students): CZK 600-2 000 monthly.
- 2) Teachers working in classes with pupils of different age: CZK 600-2 000 monthly.

Participation in extracurricular activities
Central; School

Individual allowance.

Overtime
Central

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

School heads' allowances are set by the body which appoint them to the position.

TEACHERS

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 following the same methods for public, private government dependent 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 if they are members.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS							The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 12 years for primary and lower secondary education and 7 years for upper secondary education.
	Basic statutory salary				Average actual salary		
	Minimum DKK	EUR	Maximum DKK	EUR	DKK	EUR	
Pre-primary	281 846	37 851	312 299	41 941	420 607	56 486	Data on average actual salaries are from the <i>Det Fælleskommunale Løndatakontor</i> (The Joint Municipal Pay Data Department) for ISCED 0, 1, 2 and The National Union of Upper Secondary School Teachers for ISCED 3. Ref. year: 2010.
Primary	297 298	39 926	355 066	47 684	460 208	61 804	
Lower secondary	297 298	39 926	355 066	47 684	460 208	61 804	
General upper secondary	304 920	40 950	393 480	52 843	574 163	77 108	
Vocational upper secondary	321 120	43 125	393 480	52 843			

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment for all public employees
2009/10: ↗ : General salary adjustment for all public employees
Based on the general agreement concluded in 2008 for three years.

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 1 and 2 – DKK 1 602.64 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.	Central
Teaching pupils/students with special education needs or challenging circumstances ISCED 1 and 2: between DKK 18.73 and DKK 40.50 per hour. Teachers at independent schools (ISCED 0, 1 and 2) for pupils with special needs receive a yearly allowance of DKK 18 600.	Central
Participation in extracurricular activities According to the local agreements.	School
Overtime Supplement to pre-primary teachers for teaching between 751 and 835 hours: DKK 35.13 per hour. Supplement to pre-primary teachers for teaching more than 835 hours and primary and lower secondary teachers for more than 751 hours: DKK 104.96 per hour.	Central

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 following the same methods for public, private government dependent and private independent upper secondary schools. No data 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						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 on average actual salaries are from the <i>Det Fælleskommunale Løndatakontor</i> (The Joint Municipal Pay Data Department) for ISCED 0, 1, 2 and The National Union of Upper Secondary School Teachers for ISCED 3. Ref. year: 2010.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		DKK		EUR
	DKK	EUR	DKK	EUR			
Pre-primary	600 416	80 634	No data	No data	633 096		85 023
Primary (> 9 full-time employees)	600 416	80 634	No data	No data	633 096	85 023	
Primary (≤ 9 full-time employees)	617 716	82 957	No data	No data			
Lower secondary (> 9 full-time employees)	600 416	80 634	No data	No data	633 096	85 023	
Lower secondary (≤ 9 full-time employees)	617 716	82 957	No data	No data			
Upper secondary (> 700 full-time students)	592 911	79 626	No data	No data	640 199	85 977	
Upper secondary (≤ 700 full-time students)	521 094	69 981	No data	No data			

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
Further formal qualifications For pre-primary, primary and lower secondary schools only. According to the local agreements.	Local
Further CPD qualifications According to the local agreements.	Local
Positive teaching/management performance appraisal For pre-primary, primary and lower secondary schools only. According to the local agreements.	Local
Additional responsibilities 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 For pre-primary, primary and lower secondary schools only: DKK 32.43 per hour.	Central
Participation in extracurricular activities According to the local agreements.	Local
Overtime Supplement to pre-primary teachers for teaching between 751 and 835 hours: DKK 35.13 per hour. Supplement to pre-primary teachers for teaching more than 835 hours and primary and lower secondary teachers for more than 751 hours: DKK 104.96 per hour.	Central

TEACHERS

GERMANY

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 different <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: No data
	Minimum EUR	Maximum EUR	Average actual salary EUR	
Pre-primary	No data	No data	No data	The statutory salaries represent a weighted average of the data available at <i>Länder</i> level for civil servants and include allowances. Ref. year: 2008.
Primary	38 214	51 371	No data	
Lower secondary	42 148	57 882	No data	
Upper secondary	45 412	63 985	No data	

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment for all public employees
2009/10: No change
—

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
Further formal qualifications No data	
Further CPD qualifications No data	
Positive teaching performance appraisal or students' results No data	
Additional responsibilities Allowances for service on committees or staff bodies.	Regional
Geographical location (high cost of living, disadvantaged or remote area) No data	
Teaching pupils/students with special education needs or challenging circumstances No data	
Participation in extracurricular activities No data	
Overtime No data	
The remuneration may also include a so-called annual special payment, the amount of which Federation and <i>Länder</i> are free to determine for their respective sectors. Depending on the <i>Land</i> , in 2009 the special payment amounts between 30 and 65 per cent of one month's basic salary, or a fixed amount of between Euro 500 and Euro 1 500. In some <i>Länder</i> , the annual special payment has been abolished; in others, it has been incorporated into the basic salary.	

GERMANY

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
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	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	No data
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)	No data
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances	No data
Participation in extracurricular activities	No data
Overtime	No data

TEACHERS

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
The Government, local authorities and authorised representatives of registered teachers' unions agree upon the minimum salary rate of municipal teachers according to occupational grades. If no agreement is reached, the Government will determine the minimum salary rate. Government determines also minimum salary rate of state school teachers.	

SALARIES IN THE PRIVATE SECTOR
Private schools are totally independent and free on their decisions.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 7-8 years.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		EEK		EUR
	EEK	EUR	EEK	EUR			
Pre-primary	No data	No data	No data	No data	150 312	9 607	Data on average actual salaries are from the Ministry of Finance. Ref. year: 2010.
Primary	114 192	7 298	166 896	10 667	150 312	9 607	
Lower secondary	114 192	7 298	166 896	10 667	150 312	9 607	
Upper secondary	114 192	7 298	166 896	10 667	150 312	9 607	

SALARY INCREASE/DECREASE
2008/09: No change
2009/10: No change
—
Teachers' salaries in 2009/10 remained unchanged despite of the economic downturn, which cannot be said for other public sector employees.

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 in rural areas: EEK 200 000 over the course of three years.	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	Central level; Local level/Municipality
General lower secondary education	Central level; Local level/Municipality
General upper secondary education	Central level; Local level/Municipality
School heads' salaries are decided by the employment contract between employer and school head except the minimum school heads' basic statutory salary, which is defined at central level.	

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS							Data on average actual salaries are from the Ministry of Education. Ref. year: 2010.
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		EEK	EUR	
	EEK	EUR	EEK	EUR			
Pre-primary	No data	No data	No data	No data	21 3456	13 642	
Primary	No data	No data	No data	No data	21 3456	13 642	
Lower secondary	No data	No data	No data	No data	21 3456	13 642	
Upper secondary	No data	No data	No data	No data	21 3456	13 642	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
Further formal qualifications	No data
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)	No data
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances	No data
Participation in extracurricular activities	No data
Overtime	No data

TEACHERS

IRELAND

Forthcoming in September 2011

IRELAND

Forthcoming in September 2011

TEACHERS

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 following the same methods for public, private government dependent and private independent schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 33 years. The employers' social security and pension contribution (approx. 7.95 %) are not excluded from the Basic gross annual statutory salaries. Allowances for Christmas, Easter and summer holidays (EUR 1 000) are excluded. Data on average actual salaries are from the Ministry of Finance. The average actual salaries are calculated for grade 8 (there are a total of 18 grades in the scale) adding the allowances that all teachers receive. Ref. year: 2010.
	Basic statutory salary Minimum EUR	Maximum EUR	Average actual salary EUR	
Pre-primary	11 820	19 992	22 818	
Primary	11 820	19 992	22 818	
Lower secondary	11 820	19 992	22 818	
Upper secondary	11 820	19 992	22 818	

SALARY INCREASE/DECREASE
2008/09: No change
2009/10: ↘ : General salary adjustment for all public employees.
—
In 2010, teacher's salaries were reduced in accordance with the Law 3833/2010 on the Protection of the National Economy – Urgent measures for dealing with the fiscal crisis.

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
Further formal qualifications For post-graduate degree EUR 540 per year and for Doctorate degree EUR 900 per year.	Central
Further CPD qualifications Not applicable	
Positive teaching performance appraisal or students' results 1) Allowance for teaching preparation: EUR 1 020.12. 2) Allowance for motivation: EUR 1 200.	Central
Additional responsibilities 1) Allowance for position held: School Advisor - EUR 1 700.16; Head of Directorate of primary or secondary education - EUR 1 700.16; Head of Section - EUR 1 311.60; School heads, upper secondary level - EUR 1 263; School heads, lower secondary level - EUR 1 117.20; School heads, four to six teacher primary schools - EUR 1 117.20; Deputy school heads - EUR 680.04; School heads, one to three teacher primary schools - EUR 340.08. 2) Allowance for special activities of the officials: School Advisor - EUR 2 283.07; Head of Directorate of primary or secondary education - EUR 2 283.07; Head of Section - EUR 2 283.07; School heads upper secondary level - EUR 2 283.07; School heads lower secondary level - EUR 1 709.88; School heads, four to six teacher primary schools - EUR 1 709.88; Deputy school heads - EUR 854.88; School heads, one to three teacher primary schools - EUR 854.88.	Central
Geographical location (high cost of living, disadvantaged or remote area) Between EUR 388.56 and EUR 1 165.80 per year.	Central
Teaching pupils/students with special education needs or challenging circumstances For teaching special education needs students EUR 1 894.44 per year. Teaching in religious minority schools between EUR 388.56 and EUR 4 128.96 per year.	Central
Participation in extracurricular activities EUR 3 457.68 per year.	Central
Overtime EUR 8.91 per hour.	Central

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 following the same methods for public, private government dependent schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				The employers' social security and pension contribution (approx. 7.95 %) are not excluded from the Basic gross annual statutory salaries. Allowances for Christmas, Easter and summer holidays (EUR 1 000) are excluded.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	21 601	27 865	23 493	Data on average actual salaries are from the Ministry of Finance. Ref. year: 2010.
Primary	23 233	29 497	25 125	
Lower secondary	23 233	29 497	25 125	
Upper secondary	23 952	30 216	25 844	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
Further formal qualifications For post-graduate degree EUR 540 per year and for Doctorate degree EUR 900 per year.	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal 1) Allowance for teaching preparation: EUR 1 020.12. 2) Allowance for motivation: EUR 1 200.	Central
Additional responsibilities 1) Allowance for position held: School Advisor - EUR 1 700.16; Head of Directorate of primary or secondary education - EUR 1 700.16; Head of Section - EUR 1 311.60; School heads, upper secondary level - EUR 1 263; School heads, lower secondary level - EUR 1 117.20; School heads, four to six teacher primary schools - EUR 1 117.20; Deputy school heads - EUR 680.04; School heads, one to three teacher primary schools - EUR 340.08. 2) Allowance for special activities of the officials: School Advisor - EUR 2 283.07; Head of Directorate of primary or secondary education - EUR 2 283.07; Head of Section - EUR 2 283.07; School heads upper secondary level - EUR 2 283.07; School heads lower secondary level - EUR 1 709.88; School heads, four to six teacher primary schools - EUR 1 709.88; Deputy school heads - EUR 854.88; School heads, one to three teacher primary schools - EUR 854.88.	Central
Geographical location (high cost of living, disadvantaged or remote area) Between EUR 388.56 and EUR 1 165.80 per year.	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances For teaching special education needs students EUR 1 894.44 per year. Teaching in religious minority schools between EUR 388.56 and EUR 4 128.96 per year.	Central
Participation in extracurricular activities EUR 3 457.68 per year.	Central
Overtime EUR 8.91 per hour.	Central

TEACHERS

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 central 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

Every year, the General State Budget establishes the economic modules to fund the salaries of teachers in private government dependent schools, which can then be increased by each Autonomous Community. The actual salaries of these teachers are established in the salary tables of the corresponding collective agreement and the result of the negotiations between the employer's organization and the teachers unions. The minimum salary for staff covered by the agreement comprises: basic salary, bonus linked to length of service, additional allowances, extra payments (paid twice every year). The education administrations don't have any role in the establishment of the salaries of teachers who work on private independent schools. These salaries depend on the VIII national Collective Agreement for mainstream educational private institutions without any public funding.

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	29 257	40 826	No data
Primary	29 257	40 826	No data
Lower secondary	33 344	46 692	No data
Lower secondary (<i>Catedráticos</i>)	35 764	49 349	
Upper secondary	33 344	46 692	No data
Upper secondary (<i>Catedráticos</i>)	35 764	49 349	

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.

Primary education teachers who are teaching in the first two grades of lower secondary education have basic gross annual statutory salaries between EUR 30 803 and EUR 42 899.

SALARY
INCREASE/DECREASE

2008/09:

↗ : General salary adjustment for all public employees

2009/10:

↗ : General salary adjustment for all public employees

—
In 2008 and 2009, teachers' salaries were increased with 2 %. In 2010, an increase of 0.3 % of the salaries with respect to 2009 salaries was approved and was in force until May 2010. Afterwards a reduction of around 5 % in civil servants' salaries was established and started to be implemented on 1 June 2010.

SALARY ALLOWANCES
FOR TEACHERSDecision making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Fixed amounts (different for each level of education).

Regional

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Fixed amounts (different for each level of education).

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 (different for each level of education).

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

SALARIES IN THE PRIVATE SECTOR

School heads' salaries in private government dependent 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 VIII National Collective Agreement of private schools, signed in 2006 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)	35 474	47 043	No data
Pre-primary (type F)	33 638	45 207	
Primary (type A)	35 474	47 043	No data
Primary (type F)	33 638	45 207	
Lower secondary (type A)	41 167	54 515	No data
Lower secondary (type D)	39 784	53 132	
Upper secondary (type A)	41 167	54 515	No data
Upper secondary (type D)	39 784	53 132	

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 primary education and 'type D' in secondary education.

SALARY ALLOWANCES FOR SCHOOL HEADS

Decision making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Fixed amounts.

Positive teaching/management performance appraisal

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

Additional responsibilities

Fixed amounts (individual allowance).

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.

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Fixed amounts.

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.

TEACHERS

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 following the same methods for public and private government dependent schools. Private independent schools determine themselves their basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 20 - 30 years.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	salary EUR	
Pre-primary	22 430	44 518	No data	
Primary	22 430	44 518	No data	
Lower secondary	24 779	46 983	No data	
Upper secondary (<i>Lycées</i>)	25 228	47 477	No data	
Upper secondary (<i>Lycées professionnels</i>)	24 779	46 983		

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment for all public employees
2009/10: ↗ : General salary adjustment for all public employees
—

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	Central
For teachers who have the administrative tasks of head in elementary schools, according to the size of the establishment, the allowances vary between EUR 1 300 and EUR 1 500 per year.	
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 1 155.	
Teaching pupils/students with special education needs or challenging circumstances	Central
Fixed amount.	
Participation in extracurricular activities	Local
Paid as overtime hours.	
Overtime	Central
Paid as overtime hours.	

FRANCE

LEVELS OF DECISION-MAKING FOR THE DEFINITION OF
THE 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 following the same methods for public, private government dependent and private independent schools.

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	Not applicable
Primary	Not applicable	Not applicable	Not applicable
Lower secondary	37 070	63 542	No data
Upper secondary (<i>Lycées</i>)	40 326	64 578	No data
Upper secondary (<i>Lycées professionnels</i>)	37 070	63 542	

There is no specific status for pre-primary and primary school heads as they are 1st degree teachers, except their specific allowances.

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

TEACHERS

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	
	Minimum	Maximum	salary	Data on average actual salaries are from the National administrative register of individual teacher payrolls. Ref. year: 2010.
	EUR	EUR	EUR	
Pre-primary	22 903	33 740	27 244	
Primary	22 903	33 740	27 244	
Lower secondary	24 669	37 055	29 719	
Upper secondary (teachers obtained <i>Laurea</i> /Master's degree)	24 669	38 745	30 966	
Upper secondary (teachers completed non- university studies)	22 903	34 710		

SALARY INCREASE/DECREASE
2008/09: No change
2009/10: ↗ : Adjustment to the cost of living for teachers and school heads —
Salary increases are foreseen by the latest National Agreement.

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 (school funds)
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 (school funds)
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 average actual salaries are from the National administrative register of individual school manager payrolls. Ref. year: 2010.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	Not applicable	Not applicable	58 598	
Primary	46 868	46 868	58 598	
Lower secondary	46 868	46 868	58 598	
Upper secondary	46 868	46 868	58 598	

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. They can be up to EUR 30 639.28.	

TEACHERS

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				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 22 years.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	17 946	39 292	No data	
Primary	17 946	39 292	No data	
Lower secondary	17 946	39 292	No data	
Upper secondary	17 946	39 292	No data	

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment for all public employees
2009/10: ↗ : General salary adjustment for all public employees —
There were two salary increases for all public employees: in 2008/09 due to general salary increase by 1.5 % and in 2009/10 due to adjustment to the cost of living.

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 pensioner 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 pensioner 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	

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				Pre-primary and primary school heads' basic salaries are based on salary scale A12 and annual increments up to the amount of EUR 48 176. Secondary school heads' basic salaries are based on salary scale A13.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR		
Pre-primary	32 947	48 176	No data	
Primary	32 947	48 176	No data	
Lower secondary	39 013	48 253	No data	
Upper secondary	39 013	48 253	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 pensioner 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 pensioner 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	

TEACHERS

LATVIA

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

Pre-primary education	Central level; School level
Primary education	Central level; School level
General lower secondary education	Central level; School level
General upper secondary education	Central level; School 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 communicated to the founder of the education institution (municipality or Ministry of Education).	

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 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	2 940	4 166	3 060	4 336	3 450	4 889
Primary	2 940	4 166	3 060	4 336	4 380	6 207
Lower secondary	2 940	4 166	3 060	4 336	4 980	7 057
Upper secondary	2 940	4 166	3 060	4 336	6 180	8 757

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

Data on average actual salaries are from the Latvian Education and Science Employees Trade Union. Ref. year: 2010.

SALARY INCREASE/DECREASE

2008/09:

↗ : Reform of teachers salaries
↘ : General salary adjustment for all public employees

2009/10:

↘ : Reform of teachers salaries
↘ : General salary adjustment for all public employees

Salary increased in the beginning of school year 2008/09 according to the Programme for increasing the salaries for pedagogues (2006-2010). Since September 2009, there was a significant reduction of public budget for education, including teachers' salaries, of almost 40 %. However, since January 2010, total funding for salaries increased again by 37 % and there was a possibility for salary increase through salary indexation and through reward for additional responsibilities.

SALARY ALLOWANCES FOR TEACHERS

Decision making
levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Local; School

Up to 7 % of the basic salary.

Additional responsibilities

School

Up to 20 % of the monthly basic salary or hourly tariff rate.

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

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Central

10-30 % of the monthly basic salary.

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

There are, in addition, allowances for:

- 1) Teachers of state gymnasiums: 10 % of the monthly salary;
- 2) Divided day for teachers whose workload does not exceed one work rate and who agree to divide working day in two parts, if a break is longer than two hours: 20 % of teacher monthly salary rate or according to hourly rate proportionally to number of work hours for working time of divided working day.

Until 1st January 2010, because of the lack of financial resources, it was not possible to pay allowances for additional responsibilities and work.

LATVIA

DECISION MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	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 schools heads, the lowest salary rate is defined 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						There are 9 minimum monthly salary rate categories according to the size of the education institution: 1) up to 100 pupils – LVL 447; 2) from 101 to 150 pupils – LVL 457; 3) from 151 to 250 pupils – LVL 471; 4) from 251 to 400 pupils – LVL 486; 5) from 401 to 600 pupils – LVL 508; 6) from 601 to 800 pupils – LVL 539; 7) from 801 to 1000 pupils – LVL 571; 8) from 1001 to 1200 pupils – LVL 596; 9) 1201 pupils and more – LVL 624. Average actual salaries of school heads and their deputies depend on number of enrolment. Data on Average actual salaries are from Latvian Education and Science Employees Trade Union. Ref. year: 2010.		
	Basic statutory salary				Average actual salary			
	Minimum		Maximum		LVL			EUR
	LVL	EUR	LVL	EUR				
Pre-primary	5 364	7 601	No data	No data	5 832	8 264		
Primary	5 364	7 601	No data	No data	5 832	8 264		
Lower secondary (≤ 100 pupils)	5 364	7 601	No data	No data	6 582	9 327		
Lower secondary (≥ 1201 pupils)	7 488	10 611	No data	No data				
Upper secondary (≤100 pupils)	5 364	7 601	No data	No data	7 302	10 347		
Upper secondary (≥ 1201 pupils)	7 488	10 611	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 Up to 7 % of the basic salary.	Central; Local
Additional responsibilities Up to 1.3 work rate.	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 Not applicable	
Participation in extracurricular activities Not applicable	
Overtime Not applicable	
Monthly salary is calculated as following: monthly salary rate multiplies by actual workload per week and divides 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). In many cases, the allowances funding is from municipality budget.	

TEACHERS

LITHUANIA

Forthcoming in September 2011

LITHUANIA

Forthcoming in September 2011

TEACHERS

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 government dependent and private independent schools determine themselves their basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 25 years. Data on average actual salaries are from the Teacher remuneration tables of the Ministry of Education. Ref. year: 2010.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	63 895	112 736	88 315	
Primary	63 895	112 736	88 315	
Lower secondary	72 332	125 671	101 471	
Upper secondary	72 332	125 671	101 471	

SALARY INCREASE/DECREASE
2008/09: ↗ : Reform of teachers salaries
2009/10: No change
—
The salaries for pre-primary and primary teachers were revised in 2009 increasing their minimum and maximum wage.

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 government dependent and private independent schools determine themselves their basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			Data on average actual salaries are from the Teacher remuneration tables of the Ministry of Education. Ref. year: 2010.	
	Basic statutory salary			Average actual salary EUR
	Minimum EUR	Maximum EUR		
Pre-primary	Not applicable	Not applicable		Not applicable
Primary	Not applicable	Not applicable		Not applicable
Lower secondary	89 981	138 281	117 670	
Upper secondary	89 981	138 281	117 670	

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

TEACHERS

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 government dependent 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	HUF	EUR		
Pre-primary	1 464 000	5 222	2 506 800	8 942	2 155 800	7 690
Primary	1 464 000	5 222	2 506 800	8 942	2 393 400	8 538
Lower secondary	1 554 000	5 543	3 147 600	11 228	2 393 400	8 538
Upper secondary	1 554 000	5 543	3 147 600	11 228	2 846 900	10 156

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 39 years.

Recommended maximum amounts of the basic gross annual statutory salaries for teachers with a title awarded by the Hungarian Academy of Sciences is HUF 3 471 600. 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 harmonized with Structure of Earnings Survey (SES) of Eurostat. Ref. year: 2009.

**SALARY
INCREASE/DECREASE**

2008/09:

☞ : Other reasons

2009/10:

No change

End of the year additional payment was discontinued after January 2009.

**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 teachers working time.

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 5 250/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 20 000. Once it is granted, the teacher will receive it until he/she works at the same school.

Additional responsibilities

1), 2), 3), 4), 5) Central, 6) Central; Local, 7) Local

1. Allowance for leadership: 100-200 % of HUF 20 000 (for the deputy school head/s), 12-30 % of HUF 20 000 (for team leaders of working groups of teachers)

2) Allowance for form teacher: 38-100 % of HUF 20 000

3) Allowance for supporting the work of the student union: 12-30 % of HUF 20 000

4) Allowance for pedagogical work in student halls: the same amount as the allowance for form teachers is given and an additional amount can be granted but the overall amount cannot exceed 75 or 100 % of HUF 20 000

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 20 000

6) Allowance for members and leaders of quality control groups: 200-300 % of HUF 5 250

7) Allowance for long leadership: it is granted by the maintainer, no amount is pre-determined

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

Central

18-42 % of HUF 20 000

Teaching pupils/students with special education needs or challenging circumstances

1), 3) Central, 2) Central; Local

1) Pupils/students with behavioural and learning problems, minorities and ethnic groups: 18-42 % of HUF 20 000

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 5 000-60 000 per year (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 government dependent and private independent schools cannot be lower than public servants' basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						School heads' basic gross annual statutory salaries are the same as those of teachers.		
	Basic statutory salary				Average actual salary			
	Minimum		Maximum		HUF			EUR
	HUF	EUR	HUF	EUR	HUF	EUR		
Pre-primary	1 464 000	5 222	2 506 800	8 942	No data	No data		
Primary	1 464 000	5 222	2 506 800	8 942	No data	No data		
Lower secondary	1 554 000	5 543	3 147 600	11 228	No data	No data		
Upper secondary	1 554 000	5 543	3 147 600	11 228	No data	No data		

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 teachers working time.	Central; Local
Further CPD qualifications If teachers have completed 120 hours of CPD, every seventh year one extra year is gained in their wage matrix.	Central
Positive teaching/management performance appraisal 1) HUF 5 250/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 20 000	Central; Local
Additional responsibilities 1) Allowance for leadership: 200-250 % of HUF 20 000 at least depending upon the type of school and the number of pupils of the school 2) Allowance for leadership in a working group: 12-30 % of HUF 20 000 3) Allowance for form teacher: 38-100 % of HUF 20 000 4) Allowance for supporting the work of the student union: 12-30 % of HUF 20 000 5) Allowance for pedagogical work in student halls: the same amount as the allowance for form teachers is given and an additional amount can be granted but the overall amount cannot exceed the 75 or 100 % of HUF 20 000 6) Allowance for teachers who teach a subject with ICT means and methods and teach ICT not as a separate subject: 36-60 % of HUF 20 000 7) Allowance for members and leaders of quality control groups: 200-300 % of HUF 5 250 8) Allowance for long leadership: it is granted by the maintainer, no amount is pre-determined	1), 2), 3), 4), 5), 6) Central, 7) Central; Local, 8) Local
Geographical location (high cost of living, disadvantaged or remote area) 18-42 % of HUF 20 000	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 1) Pupils/students with behavioural and learning problems, minorities and ethnic groups: 18-42 % of HUF 20 000 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 5 000-60 000 per year (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

TEACHERS

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
The teachers' basic statutory salaries are defined following the same methods for public, private government dependent and private independent schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 20 years. Teachers' salaries for Upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates.
	Minimum EUR	Maximum EUR	Average actual salary EUR	
Pre-primary	11 373	15 933	No data	
Primary	16 690	22 211	No data	
Lower secondary	16 690	22 211	No data	
Upper secondary	16 690	22 211	No data	

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment for all public employees
2009/10: ↗ : General salary adjustment for all public employees
—

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
Further formal qualifications Between EUR 349 and EUR 932 per year	Central
Further CPD qualifications EUR 11.65 per hour	Central
Positive teaching performance appraisal or students' results Not applicable	
Additional responsibilities EUR 350 per year	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 Not applicable	
Overtime Not applicable	
Further formal qualifications: only one allowance is given, that to the highest additional qualification obtained. Further CDP qualifications: this payment refers to three two-hourly compulsory Professional Development Sessions held after school hours during each school year.	

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

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined following the same methods for public, private government dependent and private independent schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				School heads' salaries for Upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	20 350	23 928	No data	
Primary	20 350	23 928	No data	
Lower secondary	20 350	23 928	No data	
Upper secondary	20 350	23 928	No data	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
Further formal qualifications Between EUR 349 and EUR 932 per year	Central
Further CPD qualifications EUR 11.65 per hour	Central
Positive teaching/management performance appraisal Not applicable	
Additional responsibilities EUR 2 000, EUR 2 500, EUR 3 250 or EUR 4 000 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. These allowance rates came into force in October 2010.	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	
Further formal qualifications: only one allowance is given, that to the highest additional qualification obtained. Further CDP qualifications: this payment refers to three two-hourly compulsory Professional Development Sessions held after school hours during each school year.	

TEACHERS

THE NETHERLANDS

**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**

School heads' basic statutory salaries are defined following the same methods for public, private government dependent schools. No data available for private independent schools, which are only a few.

**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 level	No data	No data	No data
Primary (LA)	32 060	45 836	No data
Primary (LB)	33 236	50 358	
Secondary (LB)	34 230	52 346	No data
Secondary (LC)	34 440	61 054	
Secondary (LD)	34 580	69 440	

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

**SALARY
INCREASE/DECREASE**
2008/09:

↗ : Reform of teachers salaries

2009/10:

↗ : Reform of teachers salaries

—

In November 2007, the Dutch government launched the action plan containing measures for qualitative and quantitative teacher shortages. The government invests in the teachers' salaries up to 1 billion Euros by 2020. In the period 2009-2014, about 55 000 teachers can get a higher salary scale. Another measure is the reduction of steps from the start to the maximum salary. The reduction in primary education goes from 18 steps in 2009 to 15 in 2011. In secondary education, the reduction goes from 18 steps in 2009 to 12 in 2014. Teachers who are already on their maximum get an allowance.

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

Information on method of calculation and reference values not available

School

Further CPD qualifications

Information on method of calculation and reference values not available

School

Positive teaching performance appraisal or students' results

Information on method of calculation and reference values not available

School

Additional responsibilities

Information on method of calculation and reference values not available

School

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Information on method of calculation and reference values not available

School

Overtime

Information on method of calculation and reference values not available

School

Primary education: a teacher gets an allowance of EUR 850 a year (paid monthly) and an allowance of EUR 716 (paid in August), as soon as he/she has reached the maximum salary.

Secondary education: a teacher gets an allowance of EUR 1 331 a year (paid in August), as soon as he/she has reached the maximum salary.

Other salary allowances are possible but are hardly used by schools.

THE NETHERLANDS

DECISION MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	No data
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 following the same methods for public, private government dependent schools. No data available for private independent schools, which are only a few.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				School leader in secondary education refers to the fact that a school head works only within the school. A Chairman Central Board is not only responsible for one school but has broader responsibilities for more schools within the same Board.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	No data	No data	No data	
Primary (DA < 200 pupils)	36 470	53 718	No data	
Primary (DB 200 t/m 399 pupils)	37 898	60 900		
Primary (DC 400 t/m 899 pupils)	39 354	68 082		
Primary (DC + > 900 pupils)	39 354	70 938		
Secondary (School leaders)	44 478	90 930	No data	
Secondary (Chairman central board)	53 984	99 918		

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

TEACHERS

AUSTRIA

**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 same regulations apply for public and private government dependent school. 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	27 135	54 036	No data
Lower secondary (General secondary schools)	27 135	54 036	57 663
Lower secondary (Academic secondary schools)	30 804	65 188	
Upper secondary education	30 804	65 188	57 663

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

34 years.

Data on average actual salaries are from SAP and include teachers' and school heads' salaries. Ref. year: 2009.

**SALARY
INCREASE/DECREASE**
2008/09:

↗ : General salary adjustment for all public employees

2009/10:

↗ : General salary adjustment for all public employees

**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 particular successful projects

Additional responsibilities

Central; Regional; School

These allowances are generally defined as fixed amounts. However the allowance for additional management responsibilities (head of department at the vocational school system) 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 generally defined as fixed amounts. However the allowance for additional management responsibilities (head of department at the vocational school system) 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

Information on method of calculation and reference values not available

Generally all allowances are defined in 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	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

SALARIES IN THE PRIVATE SECTOR
The same regulations apply for public and private government dependent school. 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			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	No data
Primary (> 4 classes)	38 182	62 443	No data
Primary (1 class)	33 604	57 250	
Lower secondary (> 4 classes, General secondary schools)	38 182	62 443	No data
Lower secondary (= 1 class, General secondary schools)	33 604	57 250	
Upper secondary (> 12 classes)	47 579	76 651	No data
Upper secondary (1-3 classes, Academic secondary schools)	43 540	72 065	

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 generally defined as fixed amounts. However the allowance for additional management responsibilities (head of department at the vocational school system) 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 generally defined as fixed amounts. However the allowance for additional management responsibilities (head of department at the vocational school system) 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 Information on method of calculation and reference values not available	Central; Regional; School
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 teachers' allowances.	

TEACHERS

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 government dependent 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	PLN	EUR
Pre-primary	19 311	4 462	32 078	7 412	No data	No data
Primary	19 311	4 462	32 078	7 412	No data	No data
Lower secondary	21 742	5 024	36 550	8 446	No data	No data
Upper secondary	24 568	5 677	41 819	9 663	No data	No data

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

**SALARY
INCREASE/DECREASE**
2008/09:

➤ : Other reasons

2009/10:

➤ : Other reasons

In school years 2008/09 and 2009/10, there were three teachers' salary increases: 10 %, 5 % and 5 %. The increases result from the priorities adopted by the government, which aim at improving the quality of education e.g. through motivation incentives for the best teachers.

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision Making
Levels**
Further formal qualifications

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

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Central; Local; School

Motivation incentive (teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, exceptionally effective fulfilling tasks and duties of a teacher 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 self-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 less than 5 000. Accommodation allowance: the amount specified in the regulations adopted by the local self-governments.

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

Central; Local

The amount specified in the regulations adopted by the local self-governments

Participation in extracurricular activities

Not applicable

Overtime

Central

Payment for one hour overtime = personal rate of basic salary (seniority allowance and the 13th month salary excluded) / (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 government dependent 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	24 482	5 657	32 078	7 412	No data	No data
Primary	24 482	5 657	32 078	7 412	No data	No data
Lower secondary	27 756	6 414	36 550	8 446	No data	No data
Upper secondary	31 692	7 323	41 819	9 663	No data	No data

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision Making Levels
Further formal qualifications The amount specified in the regulation for different levels of qualification obtained.	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Motivation incentive (teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, exceptionally effective fulfilling tasks and duties of a teacher 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 self-governments and upon a decision of the school head. In addition, awards may be granted for outstanding assessment in the evaluation of teacher's performance and for outstanding educational and pedagogical achievements.	Central; Local; School
Additional responsibilities The amount specified in the regulations adopted by the local self-governments and upon a decision of the school head.	Central; Local; School
Geographical location (high cost of living, disadvantaged or remote area) 10 % of basic gross annual statutory salary lowered by the amount of seniority allowance and the 13th month salary for working in a rural area or in a town of a population less than 5 000. Accommodation allowance: the amount specified in the regulations adopted by the local self-governments.	Central; Local
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances The amount specified in the regulations adopted by the local self-governments	Central; Local
Participation in extracurricular activities Not applicable	
Overtime Payment for one hour overtime = personal rate of basic salary (seniority allowance and the 13th month salary excluded) / (4,16 x compulsory teaching hours weekly)	Central
Other awards can be granted for different activities.	

TEACHERS

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 a pay scale used at public schools. This pay scale has a role of 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	21 261	43 285	32 485
Primary	21 261	43 285	29 865
Lower secondary	21 261	43 285	31 527
Upper secondary	21 261	43 285	31 527

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

About 38 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.

Data on average actual salaries are from the Portuguese Ministry of Education. Ref. year: 2010.

**SALARY
INCREASE/DECREASE**
2008/09:

↗ : General salary adjustment for all public employees

2009/10:

No change

—

In the beginning of 2009, general salary increase for all public employees was 2.9 %.

**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

The extra hours of teaching service are compensated with an increase in the normal schedule redistribution in accordance with the following percentages:

- 25 % for the first weekly hour of daytime extra work;
- 50 % for the subsequent hours of daytime extra work (art. 62 – *Estatuto da Carreira Docente*).

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 has a role of guideline for private schools but is not binding. School heads' salaries should also be calculated in function of service years, position, number of students, as well as in function of the school politics regarding the teacher's salaries.

**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	29 661	53 785	43 808
Primary (< 800 pupils)	29 661	51 685	42 234
Primary (between 801 and 1 200 pupils)	30 361	52 385	
Primary (> 1 200 pupils)	31 761	53 785	
Lower secondary (< 800 pupils)	29 661	51 685	43 298
Lower secondary (between 801 and 1 200 pupils)	30 361	52 385	
Lower secondary (> 1 200 pupils)	31 761	53 785	
Upper secondary (< 800 pupils)	29 661	51 685	43 298
Upper secondary (between 801 and 1 200 pupils)	30 361	52 385	
Upper secondary (> 1 200 pupils)	31 761	53 785	

All school heads receive a salary supplement included in their basic pay and defined in accordance with the school population (Regulatory-Decree no. 1-B/2009, 5 January):

- In schools with more than 1 200 students: Director – EUR 750, Deputy and Assistant Director – EUR 400
- Between 801 and 1 200 students: Director – EUR 650, Deputy and Assistant Director – EUR 355
- Less than 800 students: Director – EUR 600, Deputy and Assistant Director – EUR 310.

This school classification is applicable for pre-primary schools as well.

Data on Average actual salaries are from the Portuguese Ministry of Education. Ref. year: 2010.

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

Central

The extra hours of teaching service are compensated with an increase in the normal schedule redistribution in accordance with the following percentages:

- 25 % for the first weekly hour of daytime extra work;
- 50 % for the subsequent hours of daytime extra work (art. 62 – *Estatuto da Carreira Docente*).

School heads are the teachers in the position or that have duties of director, deputy and assistant director. There is no difference between school heads in different levels. The amount that they receive is calculated in function of their career, position and number of students in their school. The allowances are only paid twelve times per year, i.e., school heads do not receive the supplement in the end of the year and holidays payment.

TEACHERS

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 government dependent and private independent schools are autonomous in the definition of their salaries, but teachers' employment is done in accordance with the Status of Teachers.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 40 years.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		RON		EUR
	RON	EUR	RON	EUR			
Pre-primary	11 628	2 743	28 248	6 662	21 468		5 063
Primary	11 628	2 743	28 248	6 662	21 468	5 063	
Lower secondary	13 620	3 212	36 216	8 542	23 352	5 508	
Upper secondary education	13 620	3 212	36 216	8 542	23 352	5 508	

SALARY INCREASE/DECREASE
2008/09: No change
2009/10: ⚡ : Other reasons —
In July 2010, teachers' basic salaries were reduced by 25 % in order to restore the budget balance in accordance with Law 118/2010.

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 the 16 % of all teachers in the county (methodology defined centrally and applied locally).	Central; Local
Additional responsibilities Not applicable	
Geographical location (high cost of living, disadvantaged or remote area) Up to 20 % of the basic salary for working in a remote area.	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 government dependent and private independent schools are autonomous in the definition of their salaries, but school heads' employment is done in accordance with the Status of Teachers.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						School heads' basic salaries are set by the Education Law No 84/1995 and depend on the professional situation and years of teaching experience.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		RON		EUR
	RON	EUR	RON	EUR			
Pre-primary	21 528	5 077	35 316	8 329	No data		No data
Primary	21 528	5 077	35 316	8 329	No data	No data	
Lower secondary	27 948	6 592	48 888	11 530	No data	No data	
Upper secondary	27 948	6 592	48 888	11 530	No data	No data	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision Making Levels
Further formal qualifications Fixed pay scale, according to the professional situation, years of teaching experience, number of classes and number of students.	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Merit Graduation: 25 % of the basic salary granted 5 years consecutively and applied by County School Inspectorates to the 16 % of all teachers in the county (methodology defined centrally and applied locally).	Central; Local
Additional responsibilities 1) 15-25 % of the basic salary for educators or primary school teachers who function as director; 2) 20-25 % of the basic salary for the deputy director of school or high school; 3) 25-35 % of the basic salary for the school or high school 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.	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Up to 15 % of the basic salary (methodology defined centrally and applied locally).	Central; Local
Participation in extracurricular activities Not applicable	
Overtime Not applicable	
The allowances are regulated by the rules set for the teachers. There are in addition allowances for school head positions.	

TEACHERS

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**

The teachers' basic statutory salaries are defined following the same methods for public, private government dependent 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	18 507	27 591	No data
Primary	18 507	28 710	No data
Lower secondary	18 507	28 710	No data
Upper secondary	18 507	28 710	No data

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

**SALARY
INCREASE/DECREASE**
2008/09:

↗ : Adjustment to the cost of living for teachers and school heads
↗ : General salary adjustment for all public employees

2009/10:

↗ : General salary adjustment for all public employees

Teachers' salaries were gradually harmonised with the level of salaries in other public sectors since January 2009 and were subject to two adjustments due to the general raise of costs of living (0.20 % in January 2010) and (0.65 % in July 2010).

**SALARY ALLOWANCES
FOR TEACHERS**
**Decision Making
Levels**
Further formal qualifications
Central; School

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

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results
Central; School

Between 2 and 5 % of the basic annual salary.

Additional responsibilities
Central; School

- 1) Head of a smaller branch unit: 9-10 % of the basic salary
- 2) Support to teachers beginners: 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)

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

Not applicable

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

- 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).

Participation in extracurricular activities
Central; School

- 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).

Overtime
Central; School

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

Allowances are defined by the law and collective agreement. The decision on which particular teacher receives a certain allowance is made at school level.

Positive teaching performance allowances have been temporally excluded from teachers' salaries due to economic crisis (Agreement between Government and Trade Unions, April 2009).

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
School heads' basic statutory salaries are defined following the same methods for public, private government dependent and private independent schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			Data on Average actual salaries are from the Ministry of Education and Sport. Ref. year: 2010.	
	Basic statutory salary			Average actual salary EUR
	Minimum EUR	Maximum EUR		
Pre-primary	29 215	39 734		33 921
Primary	28 930	44 163		37 975
Lower secondary	28 930	44 163	37 975	
Upper secondary	30 692	45 974	37 365	

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 Up to two month's payments	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 Additional teaching work: fixed amount depending on the number of teaching hours (not more than 5) and promotion to titles.	Central
Positive teaching/management performance allowances have been temporally excluded from school heads' salary due to economic crisis (Agreement between Government of the Republic of Slovenia and Trade Union, April 2009).	

TEACHERS

SLOVAKIA

DECISION MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level; School level
Primary education	Central level; School level
General lower secondary education	Central level; School level
General upper secondary education	Central level; School level
Legislation with pay scales for teachers is prepared at central level and school level acts as employer.	

SALARIES IN THE PRIVATE SECTOR
The teachers' basic statutory salaries are defined following the same methods for public, private government dependent and private independent schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 32 years.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	Data on average actual salaries are from the Ministry of Education and include School heads' salaries. Teachers' salaries at upper secondary level include teachers' salaries from lower secondary level which is provided at 8-year <i>gymnasia</i> (from 1-4 grades) and at the first grade at bilingual <i>gymnasia</i> . Ref. year: 2009.
Pre-primary	4 824	8 112	7 622	
Primary	5 988	8 112	9 363	
Lower secondary	5 988	8 112	9 363	
Upper secondary	5 988	8 112	9 471	

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment for all public employees
2009/10: ↗ : Reform of teachers salaries —
In November 2009, teachers' salaries were reformed in accordance with the new Act on pedagogical employees that introduced changes in the funding for pedagogical employees and innovations in the system of evaluation and remuneration of teachers.

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 Legally teachers have no claim to it, but the school head can grant them an individual allowance.	School
Participation in extracurricular activities Individual allowance	School
Overtime Individual allowance for substitution of long absented colleagues	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
Legislation with pay scales for teachers is prepared at central level while the appointment of school heads is defined by founders at local or regional level.	

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined following the same methods for public, private government dependent and private independent schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	7 182	11 298	No data
Primary	8 364	11 298	No data
Lower secondary	8 364	11 298	No data
Upper secondary	8 364	11 580	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 Management allowance is stipulated percentage of the basic salary and increased by percentage in scope from 12 to 42, which depends on the level and size of school (number of students).	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 Not applicable	
Participation in extracurricular activities Individual allowance	Regional; Local
Overtime Not applicable	
There is a management allowance in addition to the scale salary, which is regulated by the Act No 317/2009 on pedagogical and professional employees and supplemented to some acts. School head allowances are set by the founder which appoints them to the position.	

TEACHERS

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 of the education sector, which are concluded at intervals of 1-3 years. The negotiations are conducted between the Trade Union of Education and Local Authority Employers.	

SALARIES IN THE PRIVATE SECTOR
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				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 20 years.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	salary EUR	
Pre-primary	25 755	28 331	29 663	Data on average actual salaries are from Statistics Finland. Ref. year: 2010.
Primary	29 786	39 109	40 088	
Lower secondary	32 118	42 238	44 775	
Upper secondary	33 119	44 700	49 875	

SALARY INCREASE/DECREASE
2008/09: ↗ : General salary adjustment for all public employees
2009/10: ↗ : General salary adjustment for all public employees
—

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

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
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				Data on Average actual salaries are from Statistics Finland. Ref. year: 2010.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	26 449	29 094	33 462	
Primary	39 523	55 131	55 192	
Lower secondary (7-14 groups of 32 pupils)	40 827	53 028		
Lower secondary (15-19 groups of 32 pupils)	44 156	57 352	62 239	
Lower secondary (> 20 groups of 32 pupils)	48 036	62 391		
Upper secondary	46 704	60 662	66 501	

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	

TEACHERS

SWEDEN

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 organizers for independent or grant-aided schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Salaries are set after negotiations and are not specifically linked to the number of years in the profession. There are no salary scales or statutory salaries. The indicated salaries correspond to the lower and higher deciles of the actual teachers' salaries.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		SEK		EUR
	SEK	EUR	SEK	EUR			
Pre-primary	237 600	22 375	294 000	27 686	No data		No data
Primary	237 600	22 375	294 000	27 686	No data		No data
Lower secondary	243 600	22 940	344 400	32 432	No data		No data
General upper secondary	246 000	23 166	344 400	32 432	No data	No data	
Vocational upper secondary	262 800	24 748	340 800	32 093			

SALARY INCREASE/DECREASE
2008/09:
2009/10:
—
There are no salaries set by the government; they are the result of negotiations between the employer and the employees (or their respective representatives).

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

SWEDEN

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 organizers for independent or grant-aided schools.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						There are no salary scales or statutory salaries. The indicated salaries correspond to the lower and higher deciles of the actual school heads' salaries.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		SEK		EUR
	SEK	EUR	SEK	EUR			
Pre-primary	261 600	24 635	621 600	58 365	No data		
Primary	261 600	24 635	621 600	58 365	No data		
Lower secondary	261 600	24 635	621 600	58 365	No data		
Upper secondary	261 600	24 635	621 600	58 365	No data		

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.	

TEACHERS

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.	

SALARIES IN THE PRIVATE SECTOR
In England government-dependent private schools (academies) 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 for teachers.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 10 years (six years in the main salary scale and additional four years in the upper salary scale after positive assessment against national standards). Data on average actual salaries are from School Workforce in England, Additional Table G (Teachers' Pay), Department for Education. Ref. year: 2010.	
Basic statutory salary				Average actual salary			
Minimum		Maximum					
	GBP	EUR	GBP	EUR	GBP		EUR
Pre-primary	21 102	23 685	35 929	40 327	31 700		34 795
Primary	21 102	23 685	35 929	40 327	31 700	34 795	
Lower secondary	21 102	23 685	35 929	40 327	35 100	38 499	
Upper secondary	21 102	23 685	35 929	40 327	35 100	38 499	

SALARY INCREASE/DECREASE
2008/09: ↗ : Adjustment to the cost of living for teachers and school heads
2009/10: ↗ : Adjustment to the cost of living for teachers and school heads
—
In 2008, the School Teachers Review Body recommended a 2.45 % rise in September 2008, followed by a 2.3 % rise for teachers for the next 2 years i.e. 2009/10 and 2010/11. This is in spite of pay freezes introduced for other public sector workers due to the financial crisis and public spending cutbacks.

SALARY ALLOWANCES FOR TEACHERS	Decision Making Levels
Further formal qualifications Never alone – although can be useful in obtaining promotion.	
Further CPD qualifications Never alone – although can be useful in obtaining promotion.	
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.	School
Additional responsibilities 1) Advanced Skills Teachers (England only): Between GP 36 618 and GBP 55 669 per year; 2) Excellent Teachers (England only): Between GBP 38 804 and GBP 50918 per year. These values exclude additional London weighting; 3) Teaching and Learning Responsibility (TLR) payments (England and Wales): Between GBP 2 478 and GBP 12 114 per year. 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) Minimum on main pay scale for teachers in inner London: GBP 26 000 per year (GBP 21 102 for rest of England and Wales); Maximum on upper pay scale: GBP 43 692 per year (GBP 35 929 for rest of England and Wales)	Central
Teaching pupils/students with special education needs or challenging circumstances First SEN allowance of GBP 1 956 per year or Second SEN allowance of GBP 3 865 per year. Schools may offer recruitment and retention points for those working in challenging circumstances for 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 out-of-school hours learning activity agreed between the teacher and the head teacher and continuing professional development undertaken outside the school day. Schools make such payments at their discretion. Advanced Skills Teachers (AST) have their own 18 point pay spine. Each AST is paid within a five point range which is based primarily on the nature of the work to be undertaken, the scale of the challenges to be tackled, the professional competencies required and any other recruitment considerations. Excellent Teachers must have been on the upper pay scale for a minimum of 2 years when they take up post. Schools may also decide to award teachers additional payment for continuing professional development undertaken outside the school day.	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 common for all levels of education centrally-determined pay scales, 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 government-dependent private schools (academies) 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 for school heads.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						The minimum and maximum salaries shown represent the extremes of the 43-point leadership spine for England and Wales; higher scales apply for inner London, outer London and the fringe areas (just outside London). Individual heads are paid on a range of seven consecutive points within the spine. The range is normally related to school group size which depends on the number of pupils and their ages, so the minimum shown would apply only to the smallest nursery and primary schools while the maximum would apply only to the largest secondary schools. Governing bodies can pay more than the maximum to recruit and retain head teachers in challenging schools.
Basic statutory salary				Average actual salary		
Minimum		Maximum				
GBP	EUR	GBP	EUR	GBP	EUR	
Pre-primary	36 618	41 100	102 734	115 310	53 900 60 498	Data on average actual salaries are from School Workforce in England, Additional Table G (Teachers' Pay), Department for Education. Ref. year: 2010.
Primary	36 618	41 100	102 734	115 310	53 900 60 498	
Lower secondary	36 618	41 100	102 734	115 310	73 900 82 946	
Upper secondary	36 618	41 100	102 734	115 310	73 900 82 946	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision Making Levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
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 36 618 and maximum value is GBP 102 734.	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) Fixed incremental amounts on pay scale. There are separate pay scales for schools in inner London, outer London and the fringe area. Minimum on leadership spine for inner London: GBP 43 538; Maximum: GBP 109 658.	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion.	
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 agreed between the teacher and the head teacher. 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. 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.	

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 common for all levels of education centrally-determined pay scales, which are determined by the Department for 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			
	GBP	EUR	GBP	EUR	GBP	EUR
Pre-primary	21 102	23 685	35 929	40 327	33 788	37 924
Primary	21 102	23 685	35 929	40 327	35 374	39 704
Lower secondary	21 102	23 685	35 929	40 327	36 635	41 119
Upper secondary	21 102	23 685	35 929	40 327	36 635	41 119
Upper secondary (Grammar schools)	21 102	23 685	35 929	40 327	37 275	41 866

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

10 years (six years in the main salary scale and additional four years in the upper salary scale after positive assessment against national standards).

Data on average actual salaries are from Department of Education, Northern Ireland. Figures relate to teachers paid through the Teachers Pay and Pensions Team payroll system. Ref. year: 2010.

**SALARY
INCREASE/DECREASE**
2008/09:

↗ : Adjustment to the cost of living for teachers and school heads

2009/10:

↗ : Adjustment to the cost of living for teachers and school heads

—

In 2008, the School Teachers Review Body recommended a 2.45 % rise in September 2008, followed by a 2.3 % rise for teachers for the next 2 years i.e. 2009/10 and 2010/11. This is in spite of pay freezes introduced for other public sector workers due to the financial crisis and public spending cutbacks.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision Making
Levels

Further formal qualifications

Never alone – although can be useful in obtaining promotion.

Further CPD qualifications

Never alone – although can be useful in obtaining promotion.

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 1 805, Maximum – GBP 11 643. There are centrally determined pay scales for these teachers—but schools themselves appoint candidates to specific roles / responsibilities with teaching allowances 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

Value of first SEN allowance is GBP 1 956; Value of second SEN allowance is GBP 3 865. The second SEN allowance is instead of, rather than in addition to, the first one. 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 fixed period of up to three years. The payments are centrally-determined: minimum – GBP 1 170; maximum – GBP 2 299.

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, which are determined by the Department for 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							The same leadership spine as that in England and Wales is in operation in Northern Ireland. The only difference is that minimum pay is actually specified for school heads according to the School Group Range. There are 8 groups, and admission to one of the groups is calculated from weighted pupil numbers in the school. The first group of the School Group Range starts at L6 of the leadership spine. School heads are normally paid on a range of seven consecutive points within each of the group ranges. Data on average actual salaries are from Department of Education, Northern Ireland. Figures relate to school heads paid through the Teachers Pay and Pensions Team payroll system. Ref. year: 2010.
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		GBP	EUR	
	GBP	EUR	GBP	EUR			
Pre-primary	41 426	46 497	102 734	115 310	49 283	55 316	
Primary	41 426	46 497	102 734	115 310	52 578	59 014	
Lower secondary	41 426	46 497	102 734	115 310	66 129	74 224	
Upper secondary	41 426	46 497	102 734	115 310	66 129	74 224	
Upper secondary (Grammar schools)	41 426	46 497	102 734	115 310	71 931	80 736	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision Making Levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
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 41 426 and maximum value is GBP 102 734.	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 agreed between the teacher and the head teacher or, in the case of the head teacher, between the head teacher and the relevant body. 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.	

TEACHERS

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

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						The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 6 years. 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: 2010.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		GBP		EUR
	GBP	EUR	GBP	EUR			
Pre-primary	25 113	28 187	33 399	37 487	30 996	34 760	
Primary	25 113	28 187	33 399	37 487	30 996	34 760	
Lower secondary	25 113	28 187	33 399	37 487	30 996	34 760	
Upper secondary	25 113	28 187	33 399	37 487	30 996	34 760	

SALARY INCREASE/DECREASE
2008/09: ↗ : Adjustment to the cost of living for teachers and school heads
2009/10: ↗ : Adjustment to the cost of living for teachers and school heads —
Increases are part of the current 3 years pay deal agreement from 1 April 2008 to 1 April 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	
Not applicable	
Additional responsibilities	
Not applicable	
Geographical location (high cost of living, disadvantaged or remote area)	Central
Fixed amounts for remote schools and schools on distant islands: GBP 1 800, GBP 1 134 or GBP 2 124 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 34 703 to GBP 41 269) 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
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 school heads in public schools						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 Staff Pay Data Census in Scotland. The presented average actual salaries are for all levels of education together. Ref. year: 2010.	
Basic statutory salary				Average actual salary			
Minimum		Maximum					
GBP	EUR	GBP	EUR	GBP	EUR		
Pre-primary	41 298	46 353	80 607	90 474	48 888	54 872	
Primary	41 298	46 353	80 607	90 474	48 888	54 872	
Lower secondary	41 298	46 353	80 607	90 474	48 888	54 872	
Upper secondary	41 298	46 353	80 607	90 474	48 888	54 872	

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 1 800, GBP 1 134 or GBP 2 124 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	

TEACHERS

ICELAND

Forthcoming in September 2011

ICELAND

Forthcoming in September 2011

TEACHERS

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 government dependent 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						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.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		CHF		EUR
	CHF	EUR	CHF	EUR			
Pre-primary	77 315	51 202	125 460	83 086	No data		No data
Primary	84 333	55 850	136 860	90 636	No data		No data
Lower secondary (<i>Oberschule, Realschule</i>)	91 971	60 908	149 250	98 841	No data		No data
Lower secondary (<i>Gymnasium</i>)	99 601	65 961	161 650	107 053			
Upper secondary (<i>Gymnasium</i>)	99 601	65 961	161 650	107 053	No data	No data	

SALARY INCREASE/DECREASE
2008/09: ↗ : Reform of teachers salaries ↗ : General salary adjustment for all public employees
2009/10: 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 Not applicable.	Central
Further CPD qualifications Not applicable	
Positive teaching performance appraisal or students' results Not applicable	
Additional responsibilities Not applicable	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	Central
Participation in extracurricular activities Not applicable.	Central
Overtime Not applicable	Central
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.	

LIECHTENSTEIN

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

Pre-primary education

Primary education

General lower secondary education

General upper secondary education

There are no specific school heads' basic statutory salaries. School heads are teachers who have additional school head responsibilities. A school receives a contingent of lessons according to the size of the school. A school may then also divide these responsibilities/lessons among two or more teachers.

**SALARIES IN
THE PRIVATE SECTOR**

Private government dependent 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	Not applicable	Not applicable	Not applicable	Not applicable	No data	No data
Lower secondary	Not applicable	Not applicable	Not applicable	Not applicable	No data	No data
Upper secondary	Not applicable	Not applicable	Not applicable	Not applicable	No data	No data

SALARY ALLOWANCES FOR SCHOOL HEADS
Decision Making Levels

Further formal qualifications

Not applicable

Central

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

Central, School

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

Not applicable

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

Not applicable

Central

Participation in extracurricular activities

Fixed amount per school

Central

Overtime

Not applicable

Central

School heads are teachers who get allowances for their additional school head responsibilities. There are no special financial contributions paid as allowances but school heads receive a relief of their teaching hours if they do some of the mentioned tasks.

TEACHERS

NORWAY

Forthcoming in September 2011

NORWAY

Forthcoming in September 2011

TEACHERS

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**

Private schools and foundation schools define their teachers' basic salaries according to their own financial policies.

**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	19 913	9 206	23 966	11 079	No data	No data
Primary	19 913	9 206	23 966	11 079	No data	No data
Lower secondary	19 913	9 206	23 966	11 079	No data	No data
Upper secondary	19 913	9 206	23 966	11 079	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.

**SALARY
INCREASE/DECREASE**
2008/09:

↗ : General salary adjustment for all public employees

2009/10:

↗ : General salary adjustment for all public employees

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

Central

Fixed amounts. 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.

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Central; Regional; Local; School

Fixed amounts. If a teacher gets good scores on his/her performances six times consecutively, he/she moves on to one year upper degree in the salary scale.

Additional responsibilities

Central

Fixed amounts

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

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Central

Fixed amounts

Overtime

Central

Fixed amounts. Teachers receive an extra payment if they teach more than 18 hours per week in primary and lower secondary schools and more than 15 hours per week in upper secondary schools.

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
Private independent schools define their school heads' salaries according to their own financial policies.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						Source for Data on Average actual salaries: http://mevzuat.meb.gov.tr/html/26378_0.html		
	Basic statutory salary				Average actual salary			
	Minimum		Maximum		TRY			EUR
	TRY	EUR	TRY	EUR				
Pre-primary	25 200	11 650	34 800	16 088	42 000	19 417		
Primary	25 200	11 650	34 800	16 088	42 000	19 417		
Lower secondary	25 200	11 650	34 800	16 088	42 000	19 417		
Upper secondary	25 200	11 650	34 800	16 088	42 000	19 417		

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 TL 250 for 25 class hours per week without teaching.	Central