

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





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## OVERVIEW

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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 <sup>(1)</sup>.

Following the previous positive experience, in 2010, the Eurydice Network decided to collect and publish on yearly basis information on the salaries and allowances for teachers and school heads. The present document is composed by three parts. In Part I a comparative analysis based on the data provided by each country is presented. In Part II national sheets on teachers and school heads remunerations from *Pre-primary education (ISCED 0) to Upper-secondary education (ISCED3)* are summarised. Finally in Part III the general methodology and definitions used in the data collection are available.

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

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

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

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

The reference year for the data collection is the **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.

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<sup>(1)</sup> [http://eacea.ec.europa.eu/education/eurydice/key\\_data\\_en.php](http://eacea.ec.europa.eu/education/eurydice/key_data_en.php)



## PART I: COMPARATIVE ANALYSIS

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### Introduction

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Salary levels, supplemented by the award of possible additional allowances or financial benefits, and good working conditions may be two of the major incentives that ensure high motivation of teachers and make the teaching profession more attractive.

In recent years, the range of skills required of teachers has become increasingly broad. Besides their traditional responsibility for transferring knowledge, teachers now have to be able to perform a variety of further tasks, such as using information technology, working in teams, assisting in integrating of children with special educational needs, and contributing to school management, etc. At the same, the education sector is increasingly in competition with the business sector in terms of attracting the most qualified young graduates. Here again, salaries and working conditions are decisive elements in the choice of career. Policies that affect the earnings of those employed in the education sector cannot, therefore, be overlooked.

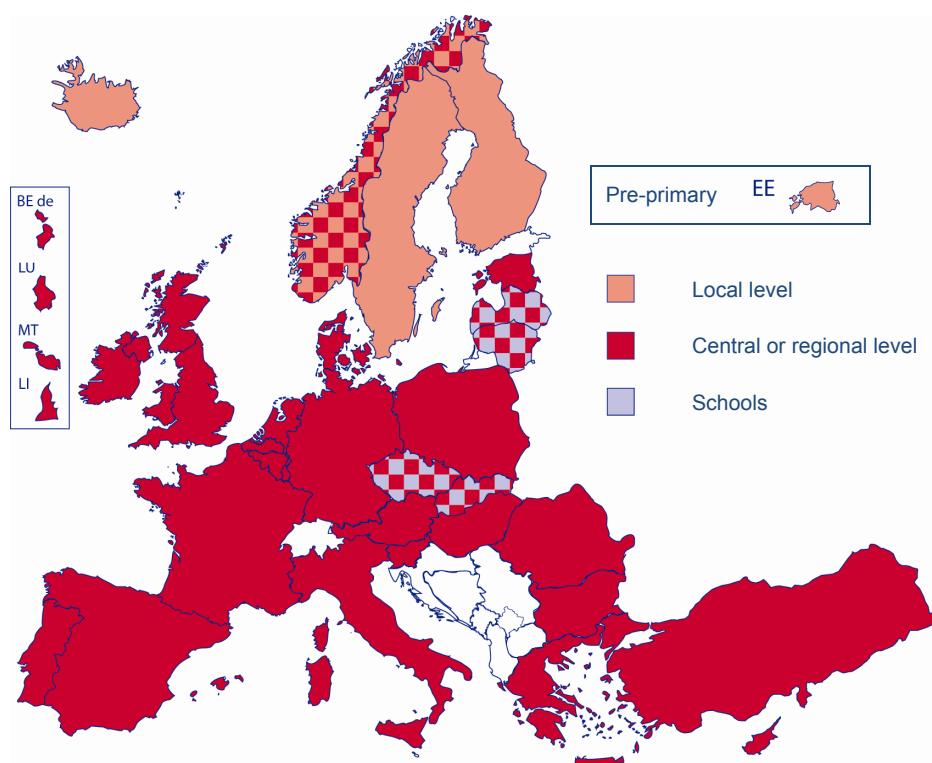
The present part compares the decision-making levels that are responsible for setting teachers' and school heads' statutory salaries. The minimum and maximum statutory salaries are presented relative to the GDP per capita in each country, with an indication of salary progression and its relation to professional experience. Additionally, the minimum and maximum statutory salaries in PPS EUR are compared with the average actual salaries (where available). The latest increase/decrease in the purchasing power of personnel employed in education in relation to the impact of the economic crisis since 2008 is also analysed. Finally, the different types of allowances that teachers may receive are presented as well as the decision-making levels responsible for their allocation and their levels.

## Central authorities set teachers' and school heads' statutory salaries in public schools in the majority of countries

Central/regional and local authorities make decisions regarding the overall amount of public expenditure earmarked for schools providing compulsory education in each category of resource concerned. In some countries, however, these bodies only decide on the overall amounts for educational expenditure, and decisions relating to specific categories of resource are made at school level. Depending on the chosen method of distribution, the amount of funding for a particular resource is established either in terms of a lump sum to be shared out optimally among schools, or by means of a formula which, when applied to each school individually, gives the total level of funding required (Eurydice, 2009) <sup>(1)</sup>.

Nevertheless, in almost all European countries decisions on the amount of teachers' basic gross statutory salaries are made at central level or the top-level authority for education. In Germany, the regional governments in each *Land* are responsible for the establishment of the teachers' salaries and in Spain, 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 partly by the Autonomous Communities (supplements related to the educational level at which the teachers teach and to in-service training).

**Figure 1: Decision-making levels for setting teachers' and school heads' basic statutory salaries in public sector (2009/10)**



Source: Eurydice.

### Explanatory note

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

<sup>(1)</sup> EACEA/Eurydice, 2009. Key Data on Education in Europe 2009. [http://eacea.ec.europa.eu/education/eurydice/key\\_data\\_en.php](http://eacea.ec.europa.eu/education/eurydice/key_data_en.php)



In Finland, Sweden and Norway, there are no statutory salaries in the strict sense of the term and the basic remuneration of teachers is decided on the basis of negotiations between the education authorities and the trade unions. In Finland, teachers' salaries are agreed nationally as part of collective agreements for state and municipal civil servants of the education sector. These are concluded at intervals of 1-3 years. The negotiations are conducted between the Trade Union for Education and Local Authority Employers. In Norway, the minimum wages for teachers are negotiated at central level but municipalities are free to increase the minimum wages in direct negotiations.

In the Czech Republic, Latvia, Lithuania and Slovakia, the central level sets a national salary scale for public employees and school heads are then responsible for deciding teachers' salaries, taking into account the appropriate salary category of the national salary scale for individual teachers, the monthly salary rate and the workload. In many cases, such decisions at school level must be communicated to the founder of the education institution (generally the municipality or the Ministry of Education). Estonia has a similar situation: central government, local authorities and authorised representatives of registered teachers' unions agree upon the minimum salary rate of municipal teachers on the basis of occupational grades, but if no agreement is reached, the government alone can determine the minimum salary rate.

School heads' statutory salaries are usually established by the same decision-making authority as for teachers' salaries but in a few countries, namely the Czech Republic, Estonia and Latvia, the specific salary conditions for school heads are set by the body which appoints them to the position (the school founder) except for the minimum school heads' basic statutory salary, which is defined at central level. In addition, in some countries such as Ireland and Liechtenstein there are no basic statutory salaries for school heads as they are considered as teachers who have additional responsibilities and receive a specific salary allowance for such tasks.

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### **Salaries in the grant-aided private sector are in general subject to the same rules that apply in the public sector**

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In the grant-aided private sector, salary arrangements for teachers and school heads are usually based on the same calculation methods and basic statutory salary references as in the public sector. In Spain, every year, the general state budget establishes the mechanism for funding the salaries of teachers in private government-dependent schools, which can then be increased by each Autonomous Community. The actual salaries of these teachers are established by the salary scales 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). In Hungary, the Labour Code is applied for the calculation of the teachers' basic statutory salaries in the private sector; nevertheless, according to the Public Education Act, teachers' basic statutory salaries in private government-dependent schools cannot be lower than public servants' basic statutory salaries.

In the private independent schools, salaries are defined on an individual contractual basis but always follow the national labour code arrangements. In Denmark, teachers at private primary and lower secondary schools have to negotiate their salaries individually, but can obtain help from the Danish Union of Teachers. In Portugal, private schools regulate their teachers' salaries according to a pay scale which is different from the pay scale used at public schools, but the statutory salaries in public schools are used as non-binding guideline.

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## Minimum statutory salaries in primary and secondary education are lower than the national GDP per capita in the majority of countries

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In order to measure the financial expenditure made by the competent authorities to pay teachers in the various countries, one of the most accurate ways is to compare minimum and maximum basic gross teacher salaries, by educational level and in relation to the per capita Gross Domestic Product (GDP), which is an indicator of the standard of living of a country's population. This basic statutory salary is generally located on a salary scale structured by different levels or by grades between a minimum and maximum salary. Teachers may thus move from a lower to a higher level in accordance with a set of criteria such as length of service, merit, further qualifications, etc. However, it should be noted that the basic statutory salary excludes salary allowances and benefits which may represent a significant proportion of a teacher's salary in some countries.

In most countries or regions, the minimum and maximum basic statutory annual teachers' salaries compared to GDP per capita are identical at primary and lower secondary education levels and relatively higher at upper secondary level. In the majority of countries, minimum basic teacher salaries in primary and general secondary education are lower than per capita GDP. The lowest rate can be observed in Lithuania where the minimum teacher salary corresponds to only around 44 % of national GDP per capita. Teachers, therefore, need to have completed a certain number of years in service and/or to have satisfied other conditions before their salary is higher than per capita GDP.

On the other hand, the highest relative ratio between the teachers' minimum salaries and the GDP per capita can be seen in Germany (130 %), Spain (126 %), Portugal (134 %) and Turkey (148 %).

At upper secondary education, teachers' minimum statutory salaries in most countries represent almost 90 % of GDP per capita. Those countries which have relatively low minimum salaries at primary level also have the lowest statutory wages in upper secondary education. The maximum statutory salaries for teachers in secondary education are higher than those at primary level in many countries. The highest statutory salaries compared with the GDP per capita can be seen in Portugal (274 % of the GDP per capita), Cyprus (244 % of the GDP per capita) and Germany (218 % of the GDP per capita).

In contrast, in the Czech Republic, Greece, Latvia, Lithuania and Slovakia even the maximum statutory salaries at all three levels are still lower than the GDP per capita. The same also applies for Poland, Sweden, Liechtenstein and Norway for primary and lower secondary education.

**Figure 2: Minimum and maximum annual gross statutory salaries of full-time fully qualified teachers in public schools relative to GDP per capita (2009/10)**



Source: Eurydice.

**Explanatory note**

The values indicated in the diagram are obtained by establishing a relation between the minimum and maximum basic gross annual statutory salary in national currency and GDP per capita (at current prices in national currency) in the country concerned. The reference calendar year for per capita GDP is 2009. The reference period for salaries is the 2009/10 school year or the calendar year 2009.

**Country specific notes**

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

**Bulgaria:** The teachers' statutes determine only the minimum basic statutory salary but not the maximum one. The indicated values are for junior teachers without teacher experience.

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

**Denmark:** At ISCED 3, (a) Teachers in general upper secondary education; (b) Teachers in vocational upper secondary education.

**Germany:** The different *Länder* are responsible for the definition of the basic statutory salaries. Given the complexity and wide variety of circumstances, the values presented for statutory salaries represent a weighted average of the data available at *Länder* level for civil servants and include allowances.

**Greece:** 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.

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

**France:** At ISCED level 2, salaries refer to *professeurs certifiés*. At ISCED 3, **(a)** Data for *professeurs agrégés*; **(b)**: Data for teachers in *Lycées professionnels*.

**Italy:** **(a)** Data for teachers that obtained *Laurea*/Master degree; **(b)** Data for teachers that completed non-university studies.

**Netherlands:** At ISCED 1, **(a)** Teachers in category LA; **(b)** Teachers in category LB. At ISCED 2, **(a)** Teachers in category LB. At ISCED 3, **(a)** Teachers in category LC; **(b)** Teachers in category LD.

**Austria:** At ISCED2 level, **(a)** Data on salaries of *Hauptschule* teachers; **(b)** Data on salaries of *Allgemeinbildende Höhere Schule* teachers.

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

**Sweden:** There is no salary scale. Salaries are based on individual agreements between the teachers and the employers. The indicated data for minimum and maximum salaries corresponds to the 10th and 90th percentiles respectively. At ISCED 3, **(a)** Teachers in general upper secondary education; **(b)** Teachers in vocational upper secondary education.

**Liechtenstein:** GDP per capita for Switzerland is used. At ISCED2 level, **(a)** *Oberschule/Realschule* teachers; **(b)** Data on salaries of *Gymnasium* teachers.

**Norway:** At ISCED 2, **(a)** Teachers with 4 years of initial training; **(b)** Teachers with 5 years of initial training. At ISCED 3, **(a)** Teachers with 5 years of initial training; **(b)** Teachers with 6 years of initial training.

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## Maximum statutory salaries for experienced teachers rarely double those at the beginning of the career

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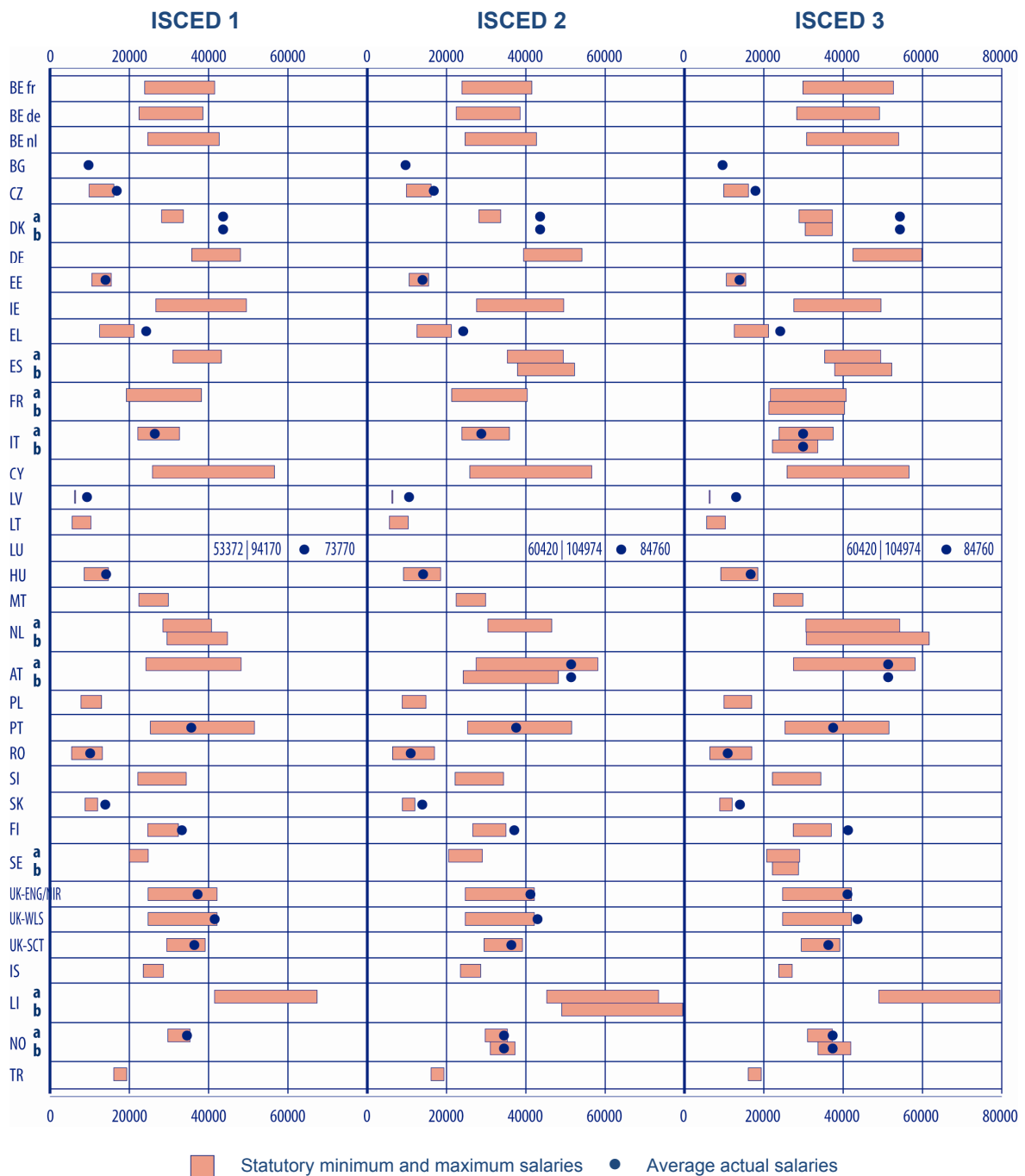
Statutory salaries across Europe vary considerably. At primary level, the minimum wages vary from PPS EUR 5 448 in Romania and Lithuania to PPS EUR 53 337 in Luxembourg with a European non-weighted average of PPS EUR 21 537. In some countries, the minimum statutory salaries are higher at upper secondary education, bearing in mind that in some of those education systems there are higher qualification requirements (e.g. Master degree) to become a teacher at this level. The greatest difference between primary and upper secondary minimum salaries is observed in Liechtenstein (PPS EUR 7 514 more per year), Luxembourg (PPS EUR 7 048 more per year) and Germany (PPS EUR 6 732 more per year). However, the general tendency is to keep the same minimum wage for both primary and secondary education level.

At upper secondary level, the European non-weighted average minimum salary is of PPS EUR 23 115 and the lowest levels are registered in Bulgaria, Latvia and Lithuania three countries where there are no differences in the minimum wages for the different levels of education. On the other hand, teachers are relatively best paid at the beginning of their professional career in Luxembourg (PPS EUR 60 420), Liechtenstein (PPS EUR 49 023) and Germany (PPS EUR 42 474).

The relation between maximum and minimum basic annual salaries is a pointer to the long-term prospects of teachers in terms of the salary increases they can reasonably expect throughout their careers if only their length of service is taken into account. In most of the European countries, the average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is between 15 and 25 years. Nevertheless, in the Czech Republic, Greece, Spain, Italy Hungary, Austria, Romania and Slovakia it takes more than 30 years to achieve the maximum statutory salary. On the other hand, in Denmark, Estonia and the United Kingdom a teacher with 10 years of professional experience is already at the maximum salary scale.

On this basis, maximum and minimum levels of statutory salaries expressed in PPS EUR generally differ by less than a factor of two. Teachers in primary education in Denmark, Latvia, Slovakia, Finland Sweden, Iceland, and Norway may hope for no more than a 30 percent salary increase during their professional carrier. However, in upper secondary education, the maximum statutory salaries in Cyprus, Hungary, the Netherlands, Austria, Portugal and Romania are almost double compared with the salary at the beginning of the professional career. This fact, together with the frequency of salary increases, may explain why teaching may be more attractive at some stages of a career than others. Clearly, teachers whose salaries rise significantly throughout their entire career may be less inclined to leave the profession than those whose salaries do not progress beyond the early years of experience.

**Figure 3: Minimum and maximum annual statutory gross salaries of full-time fully qualified teachers in public schools and actual annual gross salaries, in PPS EUR (2009/10)**



Source: Eurydice.

**Explanatory note**

The average actual gross annual salary shown here is the gross annual salary received by all teachers/school heads at a specific education level including their basic gross statutory salary plus all the allowances, bonuses or financial benefits, divided by the total number of teachers at the specific level. Depending on the country, all education levels are considered together in some cases. The data is from national administrative registers, statistical databases, representative sample surveys or other representative sources.

**Country specific notes**

See Figure 3.

Statutory salaries are only one part of the actual salaries that teachers receive for their work. In the different European education systems, a wide range of complementary allocations are granted as well as other financial benefits. In some cases, they may account for up to 15 % of the final salary. For many of the countries, data on actual teachers' salaries are only available for all education levels considered

together, so it is not possible to make a comparison between them, but the available data nevertheless gives a more accurate picture of the remuneration of teachers.

Countries such as Italy, the United Kingdom (Scotland) and Norway are situated close to the European non-weighted average of around PPS EUR 34 166. The highest actual salaries at upper secondary level (or for all levels together) can be seen in Luxembourg (PPS EUR 84 760 per year), Denmark (around PPS EUR 54 400 per year) and Austria (PPS EUR 51 427 per year).

As a general tendency, actual teacher salaries in many of the countries with available data are located close to the maximum statutory salary. This can be explained in part by the aging teacher population. In Denmark, Greece, Finland and the United Kingdom, the actual teachers' salaries are even higher than the basic statutory ones, mainly due to the range of additional allowances that teachers may receive. On the other hand, in Italy, Luxembourg and Portugal, the actual teacher's salaries are almost in the middle of the statutory scale. This fact can be partly explained by the relatively long professional experience (between 25 and 38 years) required to obtain the maximum salary scale and in the case of Luxembourg and Portugal by the fact that almost 50 % of teachers are under 40 years old. However, this is not the case in Italy where most of the teachers are older than 50.

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### **Only half of the countries give allowances to teachers for professional development training or for excellence in teaching**

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Teachers' basic salaries depend in general on the number of years of professional experience. Various allowances may be added to the basic salary, and can have considerable weight in the actual teachers' salary. Such additional allowances can be granted for example for complementary qualifications, as a result of evaluation of their work and of students' results in examinations, for teaching in challenging circumstances or working with students with special needs as well as for overtime and teaching in remote or expensive geographical areas.

One third of the countries covered offer a wide range of allowances covering all or almost all types of complementary payments analysed here. At the other end of the spectrum, in education systems such as in Belgium, Cyprus, Portugal and the United Kingdom (Scotland) only one or two types of allowances exist.

Allowances for formal qualifications higher than the minimum required to be a fully qualified teacher (i.e. Master degree, research diploma or Doctorate diploma) are provided in the majority of education systems. Generally, central education authorities define the type and amount of the allowance. However, in some countries, these allowances are established on the basis of local agreements. In most cases, teachers' salaries can be increased by a fixed amount between EUR 300 and 1 500, depending on the supplementary qualification. The highest values for this type of allowance can be seen in Ireland, where teachers with additional qualifications can receive up to EUR 6 140 for a Doctorate degree and EUR 1 236 for a Higher Diploma in Education (honours level), giving a maximum permissible allowance of EUR 7 376 per year. In Belgium (French and German-speaking Communities), if teachers in primary and lower secondary education complete a Master's degree, they receive the salary level of upper secondary school teachers, for whom such a qualification is a requirement. In Turkey, teachers with a Master's degree move up one level on the salary scale and teachers with a Doctorate degree move up two levels.

**Continuing professional development** (CPD) is considered a professional duty for teachers in 28 European countries or regions. In France, Lithuania, Romania and Slovenia, CPD participation is moreover a prerequisite for career advancement and salary increases (Eurydice, 2009). Nevertheless, only ten countries provide teachers with financial allowances for obtaining further CPD qualifications and the methods used for establishing the allowance are mainly decided at local or school level.

In half of the countries, the quality or value of the work carried out by teachers may be rewarded by additional payments following its **appraisal or based on the results their students obtain in examinations**. In the Czech Republic or Latvia, this allowance is between 5.2 % and 7 % of the statutory salary. In Poland, a specific 'motivation incentive' is granted by the school head for good teaching and pedagogical achievements, introducing effective teaching innovations, contributions to overall teaching work, exceptionally effective fulfilling of tasks and duties, in agreement with the local authorities. Finally, in the United Kingdom (England, Wales and Northern Ireland), each school carries out a performance appraisal and, subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale. In Turkey, a similar appraisal is carried out by the education authorities and if a teacher achieves good scores six times consecutively, he/she moves on to one to an upper salary scale.

Around two-thirds of countries provide financial allowances for teachers who **cater for pupils with learning difficulties or special needs in mainstream classes**. In general, this kind of bonus is awarded in the case of pupils with special educational needs, but other criteria such as teaching children with language difficulties, children of different ages in the same class, or pupils with low levels of attainment are sometimes taken into account. Some countries such as Greece and Hungary allocate specific allowances if teachers work in schools in religious or ethnic minority areas. In Sweden, the presence of pupils with learning difficulties or special needs may be taken into account in individual salary negotiations.

In many countries, **participation in extracurricular activities** is remunerated as overtime but in others specific allowances are granted for such work. For example, in Slovenia teaching outdoor classes is compensated by up to 20 % of the basic salary for 6 hours per day in primary and lower secondary education level. In addition, for workshops, sports and other extracurricular activities, EUR 11.94 per hour are paid for all levels of compulsory education.

**Figure 4: Salary allowances and complementary payments for teachers in public schools and decision-making levels (2009/10)**



Source: Eurydice.

**Explanatory note**

See definitions of each type of allowance on page 7.

Almost all European countries give teachers financial allowances when they are willing to assume **additional responsibilities**. 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. Allowances for additional responsibilities are allocated both at central level for some of the regulated activities as well as at school level for specific tasks which fall within the scope of the school's autonomous management of delegated budgets.

Furthermore, teachers in all European countries, with the exception of Cyprus, Latvia, Lithuania, Malta, Romania and the United Kingdom (Scotland), receive **additional payments for overtime**, i.e. working time which exceeds the number of working hours specified in the contract of employment or conditions of service. Generally, the school management is the responsible body that makes the decision on the allocation of this type of allowance. In many cases, the hourly overtime rate is defined at central level and amounts to between 130 % and 200 % of the hourly wage or average earnings for an hour of direct teaching and the school management registers the number of hours of overtime time to be paid. However, overtime payments are often limited to a specific percentage of the basic salary.

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

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### **Teachers' maintained their purchasing power in 2009 and in 2010 they were impacted by the economic crisis in only few countries**

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The financial and economic crisis that has affected the global economy since 2008 has an important impact on public finances. Teachers' salaries represent the main share of public expenditure in education and may therefore be affected by the budgetary restrictions and reform policies that are put in place by national authorities to deal with the crisis. However, in the last two years salaries were not directly affected by the economic downturn in the majority of countries and teachers in general maintained their purchasing power. Furthermore, some governments, as response to the crisis, introduced a set of reforms to the teachers' pay system in order to guarantee their working conditions and maintain the attractiveness of the profession.

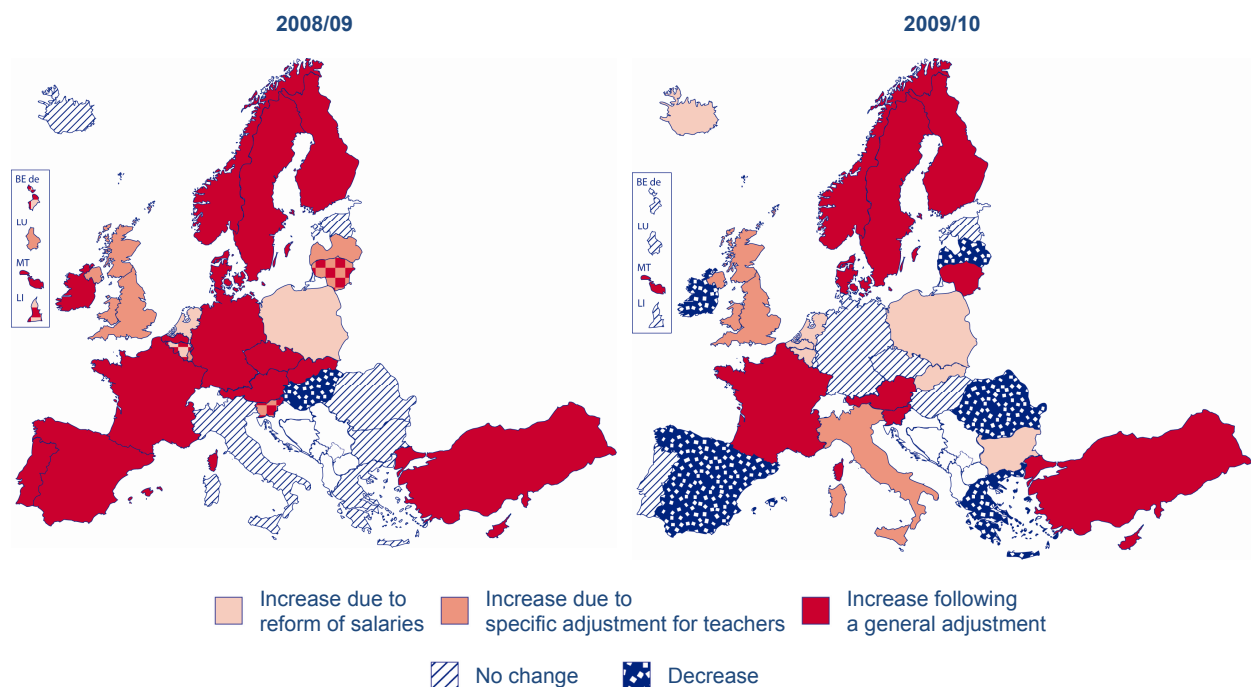
During 2008/09 in Bulgaria, Greece, Italy, Romania and Iceland, there was no adjustment of teachers' salaries, which in relative terms reduced their purchasing power when inflation is taken into account. The only country that reduced in absolute terms the salary of teachers and school heads during 2009 was Hungary, as the end of the year additional payment was discontinued.

In most countries, teachers received a cost of living adjustment to their salaries of at least the same magnitude as other employees in the public sector. This adjustment was generally equivalent to the inflation rate of the previous year. In addition, in some countries teachers' salaries were also increased as a result of the application of multiannual agreements on teachers' pay. This was the case in Denmark where the pay rise was due to a general agreement for three years concluded in 2008 or in the United Kingdom, where the salary increase for teachers' and school heads was the result of the national agreements in place for the period 2008-2010. In Latvia, teachers' wages increased at the beginning of the 2008/09 school year in accordance with the specific programme of 2006-2010 for the improvement of salaries of teachers. In Slovenia and Liechtenstein, teachers' salaries were gradually harmonised with the level of salaries in other public sectors and public servants. In Liechtenstein, the new salary system is regarded as a tool for quality assurance.



During the same period, the Dutch and Polish governments made significant efforts to increase teachers' salaries, putting in place concrete reforms of salary scales and for the improvement of teachers' working conditions. In the Netherlands, a specific action plan containing measures to address qualitative and quantitative teacher shortages started in late 2007. The government is planning to invest up to EUR 1 billion in teachers' salaries by 2020 and over the period 2009-2014, about 55 000 teachers will be able to move to a higher salary scale. Another measure is the reduction of steps required from the starting to the maximum salary. To promote motivation among experienced teachers, an additional allowance will be granted to teachers who are already at the maximum on the pay scale. The increases to salaries in Poland (accounting for over 20 % over two years) derive from the priorities adopted by the government, which aim to improve the quality of education e.g. through motivation rewards for the best teachers. In Luxembourg, in 2009, the salaries for pre-primary and primary teachers were also revised, increasing the minimum and maximum wage.

**Figure 5: Evolution of the teachers' and school heads' statutory salaries in the public sector between 2008/09 and 2009/10**



Source: Eurydice.

#### **Country specific note**

**Sweden:** The indicated adjustment is for the actual teachers' salaries as there are no statutory salaries.

In the 2009/10 school year and especially after January 2010, the effect of the economic downturn and the pressure on the public finances was much more pronounced and more countries were obliged to apply salary cuts for public employees. This is the case of Spain, where the initially planned salary increase of 0.3 % with respect to 2009, which was approved and in force until May 2010, was overturned by the general reduction of around 5 % applied to the salaries of all civil servants' from 1 June 2010. Ireland, Greece and Romania also reduced the absolute levels of teachers' salaries as well as the salaries of other public employees. This reduction had a very high impact in Romania, where a considerable reduction of 25 % has been in place since July 2010 in order to restore the budget balance.

In Latvia, there was a significant reduction of the public budget for education of almost 40 % in September 2009, which included teachers' salaries. However, in January 2010, the total funding for salaries increased again by 37 % and a possibility for salary increase through salary indexation and through rewards for additional responsibilities was introduced. In Estonia, teachers' salaries remained unchanged in 2008/09 and 2009/10 regardless of the reduction of salaries applied to other public sector employees.

In a large group of countries, a considerable effort was made to keep teacher salaries at least at their 2009 level, not applying salary cuts or salary increase programmes already in place. This is the case in the United Kingdom, which continued to apply the recommendations of the School Teachers Review Body from 2008 by implementing a 2.3 % rise in teachers' salaries in 2009/10 and 2010/11 in spite of pay freezes introduced for other public sector workers.

The reforms introduced by the Netherlands and Poland in 2009 continued to be implemented in 2010, resulting in a pay rise for teachers. Three countries that did not adjust teachers' salaries in 2009, namely Bulgaria, Italy and Iceland, but also Slovakia implemented different types of reforms in teachers' wages in 2010.

Bulgaria introduced an increase of between 7 % and 13 % for the statutory salaries for 'senior teachers' and 'chief teachers'. Iceland also applied a scheduled increase for those upper secondary teachers with the lowest salaries and which were affected by the previous wage deal. In Italy, salary increases are foreseen by the latest National Agreement, but their implementation could be affected by the latest decisions on general budgetary restrictions. Finally, in Slovakia since November 2009, teachers' salaries have been reformed in accordance with the new Act on pedagogical employees which introduced changes in funding and innovations in the system of evaluation and remuneration of teachers.

As a result of the economic and financial crisis, GDP dropped by around 4 % in 2009 in most European countries with the highest fall in the Baltic countries, where it fell by between 14 % and 17 %. Nevertheless, at the same time, public expenditure in the education sector and in particular teachers' and school heads' salaries generally maintained their pre-crisis levels or were even increased. As a result, the share of GDP that is spent on education increased in many countries in 2009.

In 2010 and 2011, Eurostat data and forecasts show a slow recovery with around a 1.8 % increase in GDP, but the latest austerity measures in many countries may still affect teachers' salaries and overall spending on education. Nevertheless, as many European governments are placing the education sector at the core of their reform programmes, teachers' remuneration and working conditions should be kept as one of the higher priorities in order to help guarantee the attractiveness of the profession and the motivation of the personnel.

## PART II: NATIONAL DATA SHEETS

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Belgium – French Community	18
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Italy	42
Cyprus	44
Latvia	46
Lithuania	48
Luxembourg	50
Hungary	52
Malta	54
The Netherlands	56
Austria	58
Poland	60
Portugal	62
Romania	64
Slovenia	66
Slovakia	68
Finland	70
Sweden	72
United Kingdom – England and Wales	74
United Kingdom – Northern Ireland	76
United Kingdom – Scotland	78
Iceland	80
Liechtenstein	82
Norway	84
Turkey	86

## 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	
		Minimum EUR	Maximum EUR	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
<b>2008/09:</b> ↗ : Reform of teachers salaries ↗ : General salary adjustment to the raise of costs of living for all public and private employees (index implementation)
<b>2009/10:</b> ↗ : 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
<b>Further formal qualifications</b> 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
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching performance appraisal or students' results</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Only for teaching in courses in social advancement education	Central

## 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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	

## BELGIUM – GERMAN-SPEAKING COMMUNITY

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

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	
		Minimum EUR	Maximum EUR	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
<b>2008/09:</b> ↗ : Reform of teachers salaries ↗ : General salary adjustment to the raise of costs of living for all public and private employees (index implementation)
<b>2009/10:</b> No change —

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

## 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

	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

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.

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 TEACHERSDecision 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

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

Central



## 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 EUR
	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

Central

## Further CPD qualifications

Not applicable

## Positive teaching/management performance appraisal

Not applicable

## Additional responsibilities

Not applicable

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

Not applicable

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

Not applicable

## Participation in extracurricular activities

Not applicable

## Overtime

Not applicable

## 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**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	BGL	EUR	BGL	EUR		
Pre-primary	5 400	2 761	Not applicable	Not applicable	8 353	4 271
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 average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: -

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

<b>Further formal qualifications</b> Information on method of calculation and reference values not available	Central; Local; School
<b>Further CPD qualifications</b> Information on method of calculation and reference values not available	Central; Local; School
<b>Positive teaching performance appraisal or students' results</b> Information on method of calculation and reference values not available	Central; Local; School
<b>Additional responsibilities</b> Information on method of calculation and reference values not available	Central; Local; School
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching pupils/students with special education needs or challenging circumstances</b> Information on method of calculation and reference values not available	Central; Local; School
<b>Participation in extracurricular activities</b> Information on method of calculation and reference values not available	Central; Local; School
<b>Overtime</b> 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	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	8 353	4 271	
Lower secondary	7 080	3 620	10 200	5 215			
Lower secondary (big)	7 080	3 620	12 720	6 504			
Lower secondary (small)	7 080	3 620	7 080	3 620	8 353	4 271	
Upper secondary	7 080	3 620	10 380	5 307			
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
<b>Further formal qualifications</b> Information on method of calculation and reference values not available	Central; Regional; Local
<b>Further CPD qualifications</b> Information on method of calculation and reference values not available	Central; Regional; Local
<b>Positive teaching/management performance appraisal</b> Information on method of calculation and reference values not available	Central; Regional; Local
<b>Additional responsibilities</b> Information on method of calculation and reference values not available	Central; Regional; Local
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Information on method of calculation and reference values not available	Central; Regional; Local
<b>Participation in extracurricular activities</b> Information on method of calculation and reference values not available	Central; Regional; Local
<b>Overtime</b> 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						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.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		CZK		EUR
	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	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> 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).	Central/Regional; Local
<b>Additional responsibilities</b> 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.	Central; School
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> 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.	1) Central 2) Central; School
<b>Participation in extracurricular activities</b> Individual allowance.	Central; School
<b>Overtime</b> An allowance equal to a double of the hourly average earnings for every hour of direct teaching.	Central
School heads' allowances are set by the body which appoint them to the position.	

## DENMARK

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

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

**SALARIES IN  
THE PRIVATE SECTOR**

The teachers' basic statutory salaries are defined 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**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	DKK	EUR	DKK	EUR		
Pre-primary	281 846	37 851	312 299	41 941	420 607	56 486
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		

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.

Data on average actual salaries are from the *Det Fælleskommunale Løndatakontor* (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.

**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
<b>Further formal qualifications</b> For pre-primary, primary and lower secondary schools only. According to the local agreements.	Local
<b>Further CPD qualifications</b> According to the local agreements.	Local
<b>Positive teaching/management performance appraisal</b> For pre-primary, primary and lower secondary schools only. According to the local agreements.	Local
<b>Additional responsibilities</b> For upper secondary schools only.	Central; Local
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) For pre-primary, primary and lower secondary schools only.	Central
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> For pre-primary, primary and lower secondary schools only: DKK 32.43 per hour.	Central
<b>Participation in extracurricular activities</b> According to the local agreements.	Local
<b>Overtime</b> 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

## 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 *Länder* 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
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	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.
Pre-primary	No data	No data	No data	
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
<b>Further formal qualifications</b> No data	
<b>Further CPD qualifications</b> No data	
<b>Positive teaching performance appraisal or students' results</b> No data	
<b>Additional responsibilities</b> Allowances for service on committees or staff bodies.	Regional
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) No data	
<b>Teaching pupils/students with special education needs or challenging circumstances</b> No data	
<b>Participation in extracurricular activities</b> No data	
<b>Overtime</b> 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
<b>Further formal qualifications</b> No data	
<b>Further CPD qualifications</b> No data	
<b>Positive teaching/management performance appraisal</b> No data	
<b>Additional responsibilities</b> No data	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) No data	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> No data	
<b>Participation in extracurricular activities</b> No data	
<b>Overtime</b> No data	

## 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.  Data on average actual salaries are from the Ministry of Finance. Ref. year: 2010.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		EEK		EUR
	EEK	EUR	EEK	EUR	EEK	EUR	
Pre-primary	No data	No data	No data	No data	150 312	9 607	
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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching performance appraisal or students' results</b> According to the local agreements.	School
<b>Additional responsibilities</b> 10 % of the basic salary and according to the local agreements.	Central; School
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Beginners' allowance in rural areas: EEK 200 000 over the course of three years.	Central
<b>Teaching pupils/students with special education needs or challenging circumstances</b> 10-20 % of the basic salary.	Central
<b>Participation in extracurricular activities</b> According to the local agreements.	School
<b>Overtime</b> 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
<b>Further formal qualifications</b> No data	
<b>Further CPD qualifications</b> No data	
<b>Positive teaching/management performance appraisal</b> No data	
<b>Additional responsibilities</b> No data	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) No data	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> No data	
<b>Participation in extracurricular activities</b> No data	
<b>Overtime</b> No data	

## 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

The primary school system in Ireland includes children at ISCED 0 level aged 4.5 years and above

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
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary level (only ISCED 0)	Not applicable	Not applicable	No data	
Primary level	31 972	59 359	No data	
Lower secondary level	33 041	59 359	No data	
Upper secondary level	33 041	59 359	No data	

SALARY INCREASE/DECREASE
<b>2008/09:</b> ↗ : General salary adjustment for all public employees
<b>2009/10:</b> ↘ : General salary adjustment for all public employees.
—

SALARY ALLOWANCES FOR TEACHERS	Decision making levels
<b>Further formal qualifications</b> Fixed allowance that varies from EUR 1 842 to EUR 7 376 per year	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching performance appraisal or students' results</b> Not applicable	
<b>Additional responsibilities</b> For Deputy Principal post :EUR 3 769 to EUR 18 966 (ISCED 1)/ EUR 27 217 (ISCED 2/3) Assistant Principal post EUR 8 520 Special duties post €3 769.	Central
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Island allowance EUR 1 842 per year ; Gaeltacht (Irish-speaking areas) allowance EUR 3 063	Central
<b>Teaching pupils/students with special education needs or challenging circumstances</b> EUR 2 437 per year	Central
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	

## IRELAND

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

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

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	No data
Primary	41 282	89 135	No data
Lower secondary	42 351	101 828	No data
Upper secondary	42 351	101 828	No data

For all school heads, basic gross annual statutory salary is the same as that of a teacher and grows according to the incremental scale (called the Common Basic Scale), with the same entitlement to allowances. School size determines separate additional remuneration.

The indicated salaries are the accumulation of the basic teachers' salaries and the allowance for school head. The minimum values are for small schools, maximum values are for the biggest schools.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
<b>Further formal qualifications</b> Fixed allowance that varies from EUR 1 842 to EUR 7 376 per year	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Island allowance EUR 1 842 per year ; Gaeltacht (Irish-speaking areas) allowance EUR 3 063	Central
<b>Teaching pupils/students with special education needs or challenging circumstances</b> EUR 2 437 per year	Central
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	

## 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**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum 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

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.

**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.  Data on average actual salaries are from the Ministry of Finance. Ref. year: 2010.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR		
Pre-primary	21 601	27 865	23 493	
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
<b>Further formal qualifications</b> For post-graduate degree EUR 540 per year and for Doctorate degree EUR 900 per year.	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> 1) Allowance for teaching preparation: EUR 1 020.12. 2) Allowance for motivation: EUR 1 200.	Central
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Between EUR 388.56 and EUR 1 165.80 per year.	Central
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> 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
<b>Participation in extracurricular activities</b> EUR 3 457.68 per year.	Central
<b>Overtime</b> EUR 8.91 per hour.	Central

## SPAIN

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

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

The salaries of teachers in public schools are partly established by 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

The economic modules to fund the salaries of teachers in private government dependent schools are established in the General State Budget yearly, and can then be increased by each Autonomous Community. The actual salaries of these teachers appear in the salary tables of the corresponding collective agreement and are the result of the negotiations between the employers' organization and the teachers unions. The minimum salary comprises basic salary, bonus linked to length of service, additional allowances and extra payments (paid twice a year). These teachers are directly paid by the relevant education authority on behalf of the schools' owners. The salaries of teachers in private independent schools depend on the VIII National Collective Agreement for mainstream educational private institutions without any public funding, and education authorities have no role in their establishment.

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum 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).

## Positive teaching performance appraisal or students' results

Not applicable

## Additional responsibilities

Fixed amounts (different for each level of education).

## 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 pupils/students with special education needs or  
challenging circumstances

Not applicable

## Participation in extracurricular activities

Not applicable

## Overtime

Fixed amounts

Regional

Regional

Regional

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
<b>Further formal qualifications</b> Not applicable	-
<b>Further CPD qualifications</b> Fixed amounts.	Regional
<b>Positive teaching/management performance appraisal</b> 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.	Regional
<b>Additional responsibilities</b> Fixed amounts (individual allowance).	Regional
<b>Geographical location</b> (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
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	-
<b>Participation in extracurricular activities</b> Not applicable	-
<b>Overtime</b> Not applicable	-
Concerning the working hours, school heads work officially the same number of hours as teachers. Their tasks as school heads are included within their working time, so their teaching load is reduced.	

## FRANCE

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

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

**SALARIES IN  
THE PRIVATE SECTOR**

Teachers' basic statutory salaries are defined 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**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum 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	No data

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

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	No data

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

<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Fixed amounts.	Central
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) % of the gross statutory salary.	Central
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Fixed amounts.	Central
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	

## ITALY

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

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 35 years.  Data on average actual salaries are from the National administrative register of individual teacher payrolls. Ref. year: 2010.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum 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
<b>2008/09:</b> No change
<b>2009/10:</b> ↗ : 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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching performance appraisal or students' results</b> Not applicable	
<b>Additional responsibilities</b> It depends on the number of hours.	School (school funds)
<b>Geographical location</b> (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
<b>Teaching pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> It depends on the number of hours.	School (school funds)
<b>Overtime</b> 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	Maximum		
	EUR	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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> 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
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> 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.	

## CYPRUS

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

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

**SALARIES IN  
THE PRIVATE SECTOR**

Teachers' salaries in private schools are contractual.

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	23 646	51 772	No data
Primary	23 646	51 772	No data
Lower secondary	23 646	51 772	No data
Upper secondary	23 646	51 772	No data

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

**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. Secondary school heads' basic salaries are based on salary scale A13.
	Basic statutory salary		Average actual salary	
	Minimum	Maximum		
	EUR	EUR	EUR	
Pre-primary	43 412	63 478	No data	
Primary	43 412	63 478	No data	
Lower secondary	51 405	63 580	No data	
Upper secondary	51 405	63 580	No data	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (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
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	

## 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	
	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**

Up to 7 % of the basic salary.

**Local; School**
**Additional responsibilities**

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

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

Not applicable

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

10-30 % of the monthly basic salary.

**Central**
**Participation in extracurricular activities**

Not applicable

**Overtime**

Not applicable

There are, in addition, allowances for:

- 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						Average actual salary		There are 9 minimum monthly salary rate categories according to the size of the education institution:		
	Basic statutory salary				LVL				EUR	
	Minimum		Maximum							
	LVL	EUR	LVL	EUR	LVL	EUR				
Pre-primary	5 364	7 601	No data	No data	5 832	8 264		1) up to 100 pupils – LVL 447;		
Primary	5 364	7 601	No data	No data	5 832	8 264		2) from 101 to 150 pupils – LVL 457;		
Lower secondary (≤ 100 pupils)	5 364	7 601	No data	No data	6 582	9 327		3) from 151 to 250 pupils – LVL 471;		
Lower secondary (≥ 1201 pupils)	7 488	10 611	No data	No data				4) from 251 to 400 pupils – LVL 486;		
Upper secondary (≤ 100 pupils)	5 364	7 601	No data	No data	7 302	10 347		5) from 401 to 600 pupils – LVL 508;		
Upper secondary (≥ 1201 pupils)	7 488	10 611	No data	No data				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.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Up to 7 % of the basic salary.	Central; Local
<b>Additional responsibilities</b> Up to 1.3 work rate.	Central; Local
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> 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.	

## LITHUANIA

**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

**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**

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LTL	EUR
	LTL	EUR	LTL	EUR		
Pre-primary	14 762	4 275	27 104	7 850	No data	No data
Primary	11 935	3 457	22 011	6 375	No data	No data
Lower secondary	11 935	3 457	22 011	6 375	No data	No data
Upper secondary	11 935	3 457	22 011	6 375	No data	No data

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

The minimum and the maximum basic gross annual statutory salaries are calculated on the basis of 18 pedagogical hours per week. The rate of the monthly tariff-based salary for teachers without any qualification category and established education amounts to 8.9-9.5 of the basic monthly salary and is applied irrespective of the length of their teaching service. In addition to class contact hours (in the event that the teacher has 18 class contact hours per week), tariff-based salaries for teachers additionally include hours for checking of pupils' written work (from 0.5 to 2.5 hours depending on the subject and the number of pupils in class), performance of the role of a class(group)master or class(group)mistress (from 2.5 to 5 hours depending on the number of pupils in class), preparation for lessons (3.5 hours) and other additional activities.

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

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

**2009/10:**

↗ : General salary adjustment for all public employees

—  
In 2008, a Programme for long term increase in the payment of educational staff was approved and teachers' salaries are revised in accordance to it.

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

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

**Further CPD qualifications**

Not applicable

**Positive teaching performance appraisal or students' results**

Not applicable

**Additional responsibilities**
**Central; School**

Up to 90 % of the basic salary (maximum LT 1 801).

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

Not applicable

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

Between 5 % and 20 % of the basic salary (minimum LT 54 for 18 pedagogical hours per week, maximum LT 400 for 18 pedagogical hours per week).

**Participation in extracurricular activities**

Not applicable

**Overtime**

Not applicable

## LITHUANIA

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

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined 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 SCHOOL HEADS IN PUBLIC SCHOOLS						Rates used to set the position-based salaries of heads of pre-school institutions also depend on the number of groups in those institutions. Those of the heads and deputy heads in general education schools, vocational schools and schools for non-formal education of children depend on the number of pupils in those schools as at the beginning of the school year. In pre-school institutions, rates used to set the position-based salaries of deputy heads for education (who have not been granted any managerial qualification category) depend on their education, managerial qualification category and the length of teaching service.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		LTL		EUR
	LTL	EUR	LTL	EUR			
Pre-primary	24 090	6 977	47 509	13 760	No data	No data	
Primary	30 261	8 764	45 760	13 253	No data	No data	
Lower secondary	30 261	8 764	51 260	14 846	No data	No data	
Upper secondary	30 261	8 764	51 260	14 846	No data	No data	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision making levels
<b>Further formal qualifications</b> The founder may establish a premium in the range of 0.5 of the basic salary that is added to the position-based salary of those heads of educational institutions who have not been awarded any managerial qualification category but are holders of a Master's degree.	Central; Municipal
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Up to 7 % of the basic salary (maximum LT 3 262).	Central; Municipal
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Between 5 % and 20 % of the basic salary (minimum LT 110, maximum LT 932).	Central; Municipal
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	
Heads of conservatoires receive a 15 % bonus in addition to their position-based salaries. Rates used to index the position-based salaries include allowances for preparation for lessons and checking of written work. A bonus to the position-based salary of deputy heads is allocated by the head of the institution.	

## 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**

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum 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

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.

**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	
	Minimum EUR	Maximum EUR		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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	

**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 schools cannot be lower than public servants' basic statutory salaries.

ANNUAL GROSS SALARIES OF FULL TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS					Average actual salary		School heads' basic gross annual statutory salaries are the same as those of teachers.
	Basic statutory salary						
	Minimum		Maximum				
	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
<b>Further formal qualifications</b> 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
<b>Further CPD qualifications</b> If teachers have completed 120 hours of CPD, every seventh year one extra year is gained in their wage matrix.	Central
<b>Positive teaching/management performance appraisal</b> 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
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) 18-42 % of HUF 20 000	Central
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> 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
<b>Participation in extracurricular activities</b> Allowance is granted in case of overtime.	Central
<b>Overtime</b> Hourly pay for overtime: the basic salary is divided by the number of compulsory teaching hours multiplied by 4.33	Central

## MALTA

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

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

**SALARIES IN  
THE PRIVATE SECTOR**

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	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

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

18 years.

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

**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 EUR	
	Minimum EUR	Maximum 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
<b>Further formal qualifications</b> Between EUR 349 and EUR 932 per year	Central
<b>Further CPD qualifications</b> EUR 11.65 per hour	Central
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> 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.	

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

## AUSTRIA

**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	57 663
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	No data
Lower secondary (> 4 classes, General secondary schools)	38 182	62 443	No data
Lower secondary (= 1 class, General secondary schools)	33 604	57 250	No data
Upper secondary (> 12 classes)	47 579	76 651	No data
Upper secondary (1-3 classes, Academic secondary schools)	43 540	72 065	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**

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/coordinating classes with 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

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.

## 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:**

- ↗ : Reform of teachers salaries
- ↗ : 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  
Central

**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
<b>Further formal qualifications</b> The amount specified in the regulation for different levels of qualification obtained.	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> 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
<b>Additional responsibilities</b> The amount specified in the regulations adopted by the local self-governments and upon a decision of the school head.	Central; Local; School
<b>Geographical location</b> (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
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> The amount specified in the regulations adopted by the local self-governments	Central; Local
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> 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.	

## 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	Maximum	
	EUR	EUR	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.

## 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**

	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

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

**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
<b>Further formal qualifications</b> Fixed pay scale, according to the professional situation, years of teaching experience, number of classes and number of students.	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> 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
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Up to 20 % of the basic salary for working in a remote area.	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Up to 15 % of the basic salary (methodology defined centrally and applied locally).	Central; Local
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	
The allowances are regulated by the rules set for the teachers. There are in addition allowances for school head positions.	

## SLOVENIA

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

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

**SALARIES IN  
THE PRIVATE SECTOR**

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**

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

**Central; School**
**Further CPD qualifications**

Not applicable

**Positive teaching performance appraisal or students' results**

Between 2 and 5 % of the basic annual salary.

**Central; School**
**Additional responsibilities**

- 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)

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

Not applicable

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

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

**Central; School**
**Participation in extracurricular activities**

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

**Central; School**
**Overtime**

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

**Central; School**

Allowances are defined by the law and collective agreement. The decision on which 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	
	Minimum	Maximum		
	EUR	EUR	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
<b>Further formal qualifications</b> Fixed amounts per month: 1) academic specialization: EUR 46; 2) research master's degree: EUR 72; 3) doctor's degree: EUR 118.	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Up to two month's payments	Central
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> 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
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> 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).	

## 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	salary EUR	
Pre-primary	4 824	8 112	7 622	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.
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
<b>2008/09:</b> ↗ : General salary adjustment for all public employees
<b>2009/10:</b> ↗ : 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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Fixed amount	Central; School
<b>Positive teaching performance appraisal or students' results</b> Not applicable	
<b>Additional responsibilities</b> The allowances in fixed percentage can be for responsibility as a class teacher and induction of starting education staff.	Central; School
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching pupils/students with special education needs or challenging circumstances</b> Legally teachers have no claim to it, but the school head can grant them an individual allowance.	School
<b>Participation in extracurricular activities</b> Individual allowance	School
<b>Overtime</b> 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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Individual allowance	Regional; Local
<b>Overtime</b> 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.

## 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.  Data on average actual salaries are from Statistics Finland. Ref. year: 2010.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	salary EUR	
Pre-primary	25 755	28 331	29 663	
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
<b>Further formal qualifications</b> According to the local agreements.	Local
<b>Further CPD qualifications</b> According to the local agreements.	Local
<b>Positive teaching performance appraisal or students' results</b> According to the local agreements.	Local
<b>Additional responsibilities</b> Reduction in teaching load or remuneration based on calculated amounts. The formulas for these vary according to responsibility.	Local; Central
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) 2.37 % of the basic salary.	Local; Central
<b>Teaching pupils/students with special education needs or challenging circumstances</b> According to the local agreements.	Local
<b>Participation in extracurricular activities</b> According to the local agreements.	Local
<b>Overtime</b> 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 EUR	
	Minimum EUR	Maximum 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	62 239	
Lower secondary (15-19 groups of 32 pupils)	44 156	57 352		
Lower secondary (> 20 groups of 32 pupils)	48 036	62 391	66 501	
Upper secondary	46 704	60 662		

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision Making Levels
<b>Further formal qualifications</b> Autonomy	Local
<b>Further CPD qualifications</b> Autonomy	Local
<b>Positive teaching/management performance appraisal</b> Autonomy	Local
<b>Additional responsibilities</b> Autonomy	Local
<b>Geographical location</b> (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
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Autonomy	Local
<b>Participation in extracurricular activities</b> Autonomy	Local
<b>Overtime</b> Not applicable	

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

## SWEDEN

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
<b>Further formal qualifications</b> Information on method of calculation and reference values not available		Local
<b>Further CPD qualifications</b> Information on method of calculation and reference values not available		Local
<b>Positive teaching/management performance appraisal</b> Information on method of calculation and reference values not available		Local
<b>Additional responsibilities</b> Information on method of calculation and reference values not available		Local
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Information on method of calculation and reference values not available		Local
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Information on method of calculation and reference values not available		Local
<b>Participation in extracurricular activities</b> Information on method of calculation and reference values not available		Local
<b>Overtime</b> Normally overtime is included in all agreements for all employees.		Local

All the given variables are eligible but not exhaustive grounds for individual salary negotiations.

## UNITED KINGDOM – ENGLAND AND WALES

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

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

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
<b>2008/09:</b> ↗ : Adjustment to the cost of living for teachers and school heads
<b>2009/10:</b> ↗ : 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
<b>Further formal qualifications</b> Never alone – although can be useful in obtaining promotion.	
<b>Further CPD qualifications</b> Never alone – although can be useful in obtaining promotion.	
<b>Positive teaching performance appraisal or students' results</b> 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
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (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
<b>Teaching pupils/students with special education needs or challenging circumstances</b> 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
<b>Participation in extracurricular activities</b> Schools make such payments at their discretion.	School
<b>Overtime</b> 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.	School
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.	

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

SALARIES IN THE PRIVATE SECTOR
In England 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						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	GBP	EUR	GBP	EUR		
Pre-primary	36 618	41 100	102 734	115 310	53 900	60 498
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

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.

Data on average actual salaries are from School Workforce in England, Additional Table G (Teachers' Pay), Department for Education. Ref. year: 2010.

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision Making Levels
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> 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
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (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
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion.	
<b>Participation in extracurricular activities</b> Schools make such payments at their discretion.	School
<b>Overtime</b> 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) bound by centrally-determined pay scales common for all levels of education, 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 TEACHERSDecision 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 common for all levels of education, 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.		
	Basic statutory salary				Average actual salary			
	Minimum		Maximum		GBP			EUR
	GBP	EUR	GBP	EUR	GBP	EUR		
Pre-primary	41 426	46 497	102 734	115 310	49 283	55 316	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.	
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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> 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
<b>Additional responsibilities</b> 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
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> 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
<b>Participation in extracurricular activities</b> Schools make such payments at their discretion.	School
<b>Overtime</b> 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.	

## 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**

	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

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.

**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.

	Basic statutory salary				Average actual salary		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.
	Minimum		Maximum				
	GBP	EUR	GBP	EUR	GBP	EUR	
Annual gross salaries of full time fully qualified school heads in public schools							
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
<b>Further formal qualifications</b> Not applicable	
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (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
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> Not applicable	

## ICELAND

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

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

**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	
	Minimum		Maximum		ISK	EUR
	ISK	EUR	ISK	EUR		
Pre-primary	3 409 863	19 748	4 574 719	26 494	No data	No data
Primary	3 987 224	23 092	4 852 006	28 100	No data	No data
Lower secondary	3 987 224	23 092	4 852 006	28 100	No data	No data
Upper secondary	4 025 000	23 310	4 606 000	26 675	No data	No data

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

Determination of salaries is a combination of education, work experience and actual age. Older teachers are compensated with a reduction of teaching time duties.

**SALARY  
INCREASE/DECREASE**

**2008/09:**  
No change

**2009/10:**  
↗ : Reform of teachers salaries

—  
Scheduled increase for upper secondary teachers with lowest salaries due to previous agreed wage deal.

**SALARY ALLOWANCES  
FOR TEACHERS**

Decision Making  
Levels

<b>Further formal qualifications</b> Raise in salary level	Local; School
<b>Further CPD qualifications</b> Salary increases through experience	Local
<b>Positive teaching performance appraisal or students' results</b> Not applicable	
<b>Additional responsibilities</b> Information on method of calculation and reference values not available.	School
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Reimbursement of expenses.	Local
<b>Teaching pupils/students with special education needs or challenging circumstances</b> Raise in salary level.	Local; School
<b>Participation in extracurricular activities</b> Estimated as overtime.	School
<b>Overtime</b> 1 % of the monthly basic salary per hour.	Local; School

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

## ICELAND

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

SALARIES IN THE PRIVATE SECTOR
School heads' basic statutory salaries are defined 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 school heads' salary for upper secondary level are from Iceland Ministry of Education, Science and Culture. Ref. Year: 2010.	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		ISK		EUR
	ISK	EUR	ISK	EUR			
Pre-primary	4 315 670	24 994	5 926 926	34 325	No data	No data	
Primary	5 302 000	30 706	9 130 000	52 875	No data	No data	
Lower secondary	5 302 000	30 706	9 130 000	52 875	No data	No data	
Upper secondary	8 782 476	50 863	10 480 505	60 697	9 609 688	55 653	

SALARY ALLOWANCES FOR SCHOOL HEADS	Decision Making Levels
<b>Further formal qualifications</b> Raise in the salary level	Local
<b>Further CPD qualifications</b> Information on method of calculation, reference values and level of decision making not available	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Reimbursement of expenses	Local
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Not applicable	
<b>Overtime</b> ISK 3 588 per hour for normal overtime (primary level). Salary raise increased workload. Hourly rate 1 % of monthly salary.	Local; School
In many cases, the overall level of allowances depends of a number of factors both at municipal and school level. Allowances for upper secondary school heads may be different.	

## 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	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	No data	No data	
Upper secondary ( <i>Gymnasium</i> )	99 601	65 961	161 650	107 053	No data	No data	

SALARY INCREASE/DECREASE
<b>2008/09:</b> ↗ : Reform of teachers salaries ↗ : General salary adjustment for all public employees
<b>2009/10:</b> 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
<b>Further formal qualifications</b> Not applicable.	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching performance appraisal or students' results</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	Central; School
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching pupils/students with special education needs or challenging circumstances</b> Not applicable	Central
<b>Participation in extracurricular activities</b> Not applicable.	Central
<b>Overtime</b> 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**

<b>Further formal qualifications</b> Not applicable	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching/management performance appraisal</b> Not applicable	
<b>Additional responsibilities</b> Not applicable	Central, School
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable	Central
<b>Participation in extracurricular activities</b> Fixed amount per school	Central
<b>Overtime</b> 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.

## NORWAY

DECISION MAKING LEVELS FOR SETTING TEACHERS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Central level; Local level/municipality
Primary education	Central level; Local level/municipality
General lower secondary education	Central level; Local level/municipality
General upper secondary education	Central level; Local level/municipality
The minimum wages for teachers are negotiated on central level. Municipalities are free to increase the minimum wages.	

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: No data	
	Basic statutory salary				Average actual salary		
	Minimum		Maximum		NOK		EUR
	NOK	EUR	NOK	EUR	NOK	EUR	
Pre-primary	310 700	35 599	353 700	40 526	363 628	41 663	
Primary	349 000	39 987	414 700	47 515	404 756	46 375	
Lower secondary (teachers with 4 years of initial training)	349 000	39 987	414 700	47 515	404 756	46 375	
Lower secondary (teachers with 5 years of initial training)	364 100	41 717	437 400	50 116			
Upper secondary (teachers with 5 years of initial training)	364 100	41 717	437 400	50 116	439 249	50 328	
Upper secondary (teachers with 6 years of initial training)	395 000	45 258	492 200	56 395			

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
<b>Further formal qualifications</b> Fixed amounts	Central
<b>Further CPD qualifications</b> Not applicable	
<b>Positive teaching performance appraisal or students' results</b> Not applicable	
<b>Additional responsibilities</b> Min. value	Central; Local
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable	
<b>Teaching pupils/students with special education needs or challenging circumstances</b> Not applicable	
<b>Participation in extracurricular activities</b> Information on method of calculation and reference values not available	Local
<b>Overtime</b> Between 50 and 100 % of the basic salary.	Central

## NORWAY

DECISION MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS	
Pre-primary education	Local level/municipality
Primary education	Central level; Local level/Municipality
General lower secondary education	Central level; Local level/Municipality
General upper secondary education	Central level; Local level/Municipality
The minimum wages are negotiated on central level. Municipalities are free to increase the minimum wages.	

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	
	Minimum		Maximum			
	NOK	EUR	NOK	EUR		
Pre-primary	Not applicable	Not applicable	Not applicable	Not applicable	363 355	41 632
Primary	402 300	46 094	Not applicable	Not applicable	526 524	60 327
Lower secondary (0-10 man-year)	402 300	46 094	Not applicable	Not applicable	526 524	60 327
Lower secondary (more than 10 man-year)	475 400	54 470	Not applicable	Not applicable		
Upper secondary (MX+Y≤10)*	467 600	53 576	Not applicable	Not applicable	596 208	68 311
Upper secondary (MX+Y>10)*	520 400	59 626	Not applicable	Not applicable		

The minimum wages for school heads are depend on the number of employees on each school. In general upper secondary education they also depend on the number of students.

Data on average actual salaries are from PAI data base owned by The Norwegian Association of Local and Regional Authorities (KS). Ref year: 2009.

\*  $MX + Y$  ( $MX$  man-year,  $Y$  number of students\* 0,1)

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

## 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: <a href="http://mevzuat.meb.gov.tr/html/26378_0.html">http://mevzuat.meb.gov.tr/html/26378_0.html</a>		
	Basic statutory salary				Average actual salary			
	Minimum		Maximum		TRY			EUR
	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
<b>Further formal qualifications</b> Not applicable		
<b>Further CPD qualifications</b> Not applicable		
<b>Positive teaching/management performance appraisal</b> Not applicable		
<b>Additional responsibilities</b> Not applicable		
<b>Geographical location</b> (high cost of living, disadvantaged or remote area) Not applicable		
<b>Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances</b> Not applicable		
<b>Participation in extracurricular activities</b> Not applicable		
<b>Overtime</b> TL 250 for 25 class hours per week without teaching.		Central



## PART III: DEFINITIONS

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## Definitions

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### 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

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

### Private grant aided schools

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

### Private independent schools

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