



Teachers' and School Heads' Salaries and Allowances in Europe 2019/20

Eurydice – Facts and Figures



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Luxembourg: Publications Office of the European Union, 2021

PDF ISSN 2443-5376 ISBN 978-92-9484-639-6 doi:10.2797/575589 EC-AM-21-001-EN-N

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This document is published by the European Education and Culture Executive Agency (EACEA, Education and Youth Policy Analysis).

Please cite this publication as:

European Commission/EACEA/Eurydice, 2021. *Teachers' and School Heads' Salaries and Allowances in Europe – 2019/20*. Eurydice Facts and Figures. Luxembourg: Publications Office of the European Union.

Text completed in October 2021

Luxembourg: Publications Office of the European Union, 2021

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CODES

Country codes

EU	European Union (EU-27)	MT	Malta
BE	Belgium	NL	Netherlands
BE fr	Belgium – French Community	AT	Austria
BE de	Belgium – German-speaking Community	PL	Poland
BE nl	Belgium – Flemish Community	PT	Portugal
BG	Bulgaria	RO	Romania
CZ	Czechia	SI	Slovenia
DK	Denmark	SK	Slovakia
DE	Germany	FI	Finland
EE	Estonia	SE	Sweden
IE	Ireland		
EL	Greece	AL	Albania
ES	Spain	BA	Bosnia and Herzegovina
FR	France	CH	Switzerland
HR	Croatia	IS	Iceland
IT	Italy	LI	Liechtenstein
CY	Cyprus	ME	Montenegro
LV	Latvia	MK	North Macedonia
LT	Lithuania	NO	Norway
LU	Luxembourg	RS	Serbia
HU	Hungary	TR	Turkey

Statistical codes

: or **m** = Data not available

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

MAIN FINDINGS

- There are significant differences between European countries in the statutory salaries for teachers entering the profession. Gross statutory starting salaries range from around EUR 5 000 to more than EUR 80 000 per year, depending on the country.
- In 11 countries, all beginning teachers have the same statutory salary regardless of the education level at which they teach. In the rest, there are salary differences between education levels, generally linked to differences in minimum qualification requirements.
- The potential for salaries to increase over the career span varies considerably. Depending on the country, starting salaries can increase during a teacher's career by anything from 12 % (in Turkey) to 116 % (in Portugal). The average number of years necessary to reach the top of the salary range goes from 12 years in Denmark to 42 years in Hungary. In Ireland, the Netherlands and Poland, teachers' statutory starting salaries can increase by more than 60 % in the first 15 years in service, and even more in the following years.
- Between school years 2018/19 and 2019/20, teachers saw their salaries increase in the majority of education systems, but salary increases were generally modest or index-linked to inflation.
- In a quarter of education systems starting salaries of teachers (adjusted for inflation) remained the same or lower between 2014/15 and 2019/20. In contrast, the highest increases over the last five years can be found in several Central and Eastern European countries (Bulgaria, Czechia, Estonia, Latvia, Lithuania, Slovakia and Romania), and Iceland and Serbia.
- The actual salary level is strongly correlated to the gross domestic product (GDP) per capita of a country, i.e. the higher the GDP per capita, the higher the average annual salary. Average actual salaries are below the GDP per capita at all or most educational levels in nearly a quarter of European education systems, including in Czechia, Estonia, Ireland, Latvia (except at upper secondary level), Hungary, Slovakia, Sweden, Iceland (except at upper secondary level) and Norway. On average, pre-primary teachers tend to earn less, and upper secondary teachers generally earn more.
- School heads are often paid on a different salary scale from teachers, and their salaries tend to increase with the size of the school. In most education systems, there are significant salary differences among school heads, depending on the size or other characteristics of the school and on other factors, such as the head's experience and responsibilities.
- School heads' minimum statutory salary is lower than the salary of teachers with 15 years' experience in the French Community of Belgium and in Czechia. This is also the case at some education levels or for heads of small schools in a few other countries.

PART I: COMPARATIVE ANALYSIS

Introduction

Teachers' and school heads' knowledge and skills, as well as their commitment to the job are essential factors in achieving high-quality educational outcomes. It is therefore important that those employed to teach and to lead schools be the best qualified, most talented and most able to meet the new demands placed on the profession ⁽¹⁾. Nowadays, teachers are expected not only to transmit knowledge but also to act as learning facilitators, use information and communication technologies (ICT), work in teams, teach children from a variety of socio-economic and cultural backgrounds, engage with families, create a suitable learning environment for children with special education needs and contribute to school leadership and management. School heads must provide leadership for staff, support their professional development, improve school performance, liaise with local stakeholders and manage financial resources. Moreover, the COVID-19 crisis has significantly increased the challenges faced by teachers and school heads. The physical closure of schools and the rapid move to distance learning were a test for their resilience and adaptability. The 2020 Council conclusions on European teachers and trainers for the future, acknowledge that 'in such exceptional circumstances, teachers and trainers have shown impressive commitment, creativity, peer collaboration and made significant efforts to ensure that both learning and learners' progress continue, including by providing support for their wellbeing' ⁽²⁾.

The complexity and variety of competences required poses a challenge for all national education systems: how to attract the best-qualified graduates into the teaching profession and then retain them. In this respect, the 2020 Council conclusions stress that 'sufficient, effective and sustainable investment in teachers and trainers is investment in the quality of education and training. This encompasses various aspects, such as investment in opportunities for education and training of teachers and trainers, adequate infrastructure and learning spaces, tools and resources, as well as salaries' ⁽³⁾. Most recently, the 2020 Communication on achieving the European education area by 2025 and the 2021 Council Resolution on a strategic framework for European cooperation in education and training towards the European education area and beyond both called for increasing the attractiveness of the teaching profession and revalorising it in social and financial terms ⁽⁴⁾.

Remuneration is a key element in making teaching a more attractive profession. Along with other factors such as working conditions, career prospects, professional development opportunities and recognition, remuneration plays an important role in drawing people into the profession and in ensuring that serving teachers feel valued and sufficiently motivated to provide high-quality teaching (Carlo et al., 2013; European Commission, 2019; OECD 2019; OECD 2020). This issue becomes increasingly important as education authorities in many European countries need to address teacher shortages and aging of teachers. Policies that affect the earnings and career prospects of those employed in the education sector should therefore be an integral part of comprehensive strategies to improve the attractiveness of the teaching profession, both for serving teachers and for potential candidates.

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

⁽²⁾ Council conclusions of 26 May 2020 on European teachers and trainers for the future. 2020/C 193/04. See also Council conclusions of 16 June 2020 on countering the COVID-19 crisis in education and training. 2020/C 212/03.

⁽³⁾ Council conclusions of 26 May 2020 on European teachers and trainers for the future. 2020/C 193/04.

⁽⁴⁾ Communication on achieving the European Education Area by 2025, COM (2020) 625 final. Council Resolution on a strategic framework for European cooperation in education and training towards the European Education Area and beyond (2021-2030). 2021/C 66/01.

This report analyses the remuneration of full-time, fully qualified teachers and school heads in public schools in 38 European education systems ⁽⁵⁾. In some of them, the same regulations may apply to government-dependent private schools. The analysis covers pre-primary, primary and general lower and upper secondary education (i.e. International Standard Classification of Education (ISCED), levels 02, 1, 24 and 34). Salary data refers to annual gross salaries (see Part III 'Definitions'), which can be statutory (that is, defined in regulations or other steering documents) or actual (that is, a weighted average of teachers' actual earnings). The reference year is generally 2019/20. However, some countries could only provide data on actual salaries for 2018/19.

This comparative overview comprises two main sections:

Section I.1 – 'Teachers' salaries' examines the levels of statutory and actual salaries. It first compares the levels of annual gross statutory salaries of beginning teachers in 2019/20 at pre-primary, primary and secondary levels (see Figure 1). It then shows the relation between salary differences across education levels and minimum qualification requirements (see Figure 2) and analyses the potential for salary increases related to time in service (see Figures 3 and 4). It also describes changes in the salaries of teachers and school heads over the last year (see Figure 5) and examines the variation in the statutory starting salaries of teachers in the last five years, adjusted for the effect of inflation (see Figure 6). Finally, Figure 7 shows the average annual gross (actual) salaries of teachers and examines how they relate to the gross domestic product (GDP) *per capita* in each country.

Section I.2 – 'School heads' salaries' describes some of the main features of the remuneration systems for school heads. It presents the minimum requirements to become a school head across Europe, compared with the minimum requirements for starting the teaching profession (see Figure 8). It also provides an insight into the remuneration system of school heads (see Figure 9), and whether school size has an impact on the salary that they receive (see Figure 10). Finally, Figures 11 and 12 examine statutory salary data in more detail. Figure 11 compares the minimum statutory salary of school heads with the salary of teachers with 15 years' experience in order to identify where the heads' salaries may be less attractive. Finally, Figure 12 looks into the difference between the minimum and the maximum gross annual statutory salaries of school heads in each education system.

⁽⁵⁾ This report covers all Eurydice members except Cyprus, which did not participate in this data collection. Data have been collected jointly by the Eurydice network and the OECD's NESLI network.

Section I.1. Teachers' salaries

Salaries for beginning teachers vary greatly across Europe

There are significant differences between European countries in the statutory salaries for teachers entering the profession. Figure 1 shows the statutory starting salaries of full-time teachers with the minimum qualification to enter the teaching profession, except in education systems where the largest proportion of teachers hold a higher qualification and are paid on a higher salary range.

Gross statutory starting salaries can go from around EUR 5 000 to around EUR 80 000 per year, depending on the country.

In four EU Member States (Bulgaria, Hungary, Poland and Romania), the statutory salary of beginning teachers is below EUR 9 000 per year. Similarly low salary levels can be found in Albania, Bosnia and Herzegovina, North Macedonia, Serbia and Turkey.

Teachers' statutory starting salaries are below EUR 20 000 per year in another eight EU member states (Czechia, Estonia, Greece, Croatia, Latvia, Lithuania, Slovenia and Slovakia).

France, Italy, Malta and Portugal follow, with annual starting salaries in the range of EUR 22 000 to EUR 29 000. Teachers' starting salaries are even higher, between EUR 30 000 and EUR 40 000, in Belgium, Ireland, Spain, the Netherlands, Austria, Finland, Sweden, Iceland and Norway (between 38 000 and 49 000). The highest salaries of above 50 000 euros are in Denmark ⁽⁶⁾, Germany, Luxembourg, Switzerland and Liechtenstein.

The starting salaries of teachers generally increase with the education level at which they teach

Whereas in some countries all teachers have the same statutory salary regardless of the education level at which they teach, in others there are differences between education levels.

In 11 countries (Bulgaria, Greece, France, Latvia, Hungary, Poland, Portugal, Romania, Slovenia, Montenegro and Turkey), the statutory salary of beginning teachers is the same across education levels ⁽⁷⁾. In Iceland, statutory salaries are also similar across education levels, although at upper-secondary level they are slightly lower.

In Czechia, Lithuania, Malta, Slovakia and Serbia, the starting salary is the same for primary and secondary teachers, but lower for pre-primary teachers. In Estonia, Ireland and Croatia, primary and secondary teachers also earn the same statutory salaries. Pre-primary teachers also earn less in Denmark.

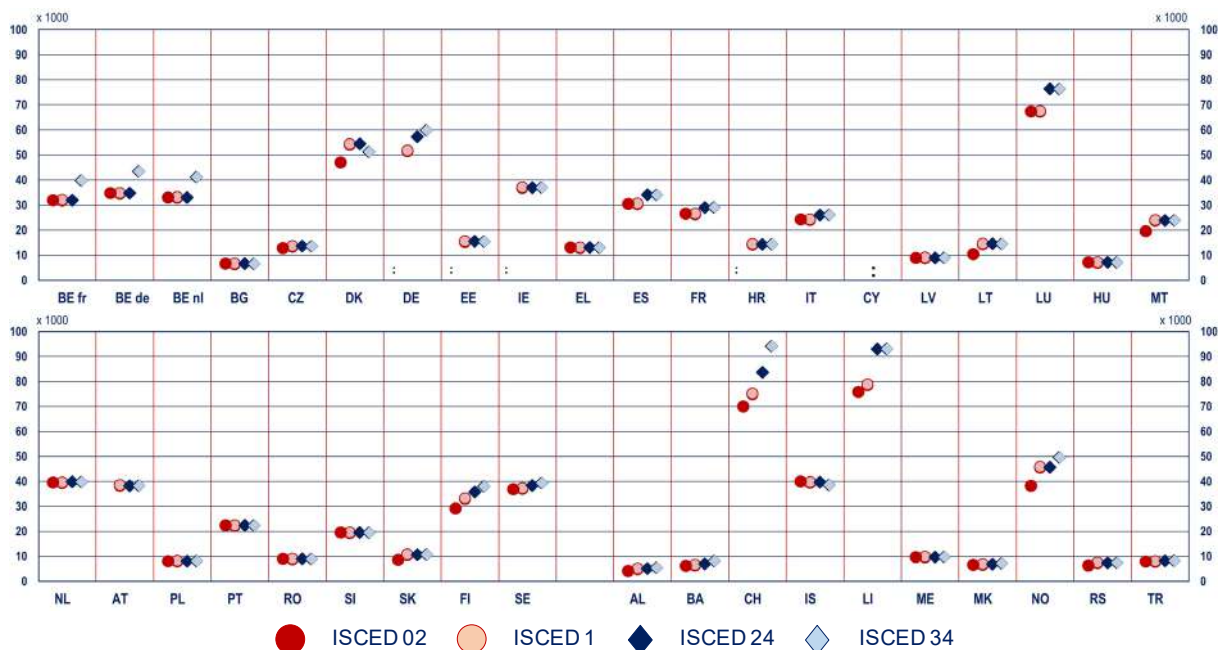
In Belgium, the statutory starting salary is the same for pre-primary, primary and lower secondary teachers, while upper secondary teachers earn more.

In Spain, Italy, Luxembourg and the Netherlands, statutory starting salaries are higher for secondary teachers than for pre-primary and primary teachers. In Germany, Finland, Sweden, Albania, Bosnia and Herzegovina, Switzerland, Liechtenstein, North Macedonia and Norway, the starting salary increases with the education level.

⁽⁶⁾ Except at pre-primary level, where the starting salaries are lower.

⁽⁷⁾ In France, the statutory salary in secondary education is slightly higher than in pre-primary and primary education because the allowance for tutoring that all teachers receive is slightly higher, and the salary also includes compensation for overtime.

Figure 1: Annual gross statutory starting salaries (EUR) for full-time, fully qualified teachers in public schools, 2019/20



Annual gross statutory starting salaries (EUR) for full-time, fully qualified teachers in public schools, 2019/20

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR
ISCED 02	32 010	34 746	33 061	6 657	12 792	47 040	:	:	:	13 104	30 550	26 537	:
ISCED 1	32 010	34 746	33 061	6 657	13 608	54 228	51 695	15 520	36 953	13 104	30 550	26 537	14 376
ISCED 24	32 010	34 746	33 061	6 657	13 608	54 504	57 311	15 520	36 953	13 104	34 121	29 065	14 376
ISCED 34	39 817	43 537	41 246	6 657	13 608	51 277	59 935	15 520	36 953	13 104	34 121	29 065	14 376
	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI
ISCED 02	24 297	:	9 000	10 476	67 391	7 195	19 615	39 504	:	8 076	22 351	8 969	19 529
ISCED 1	24 297	:	9 000	14 573	67 391	7 195	23 927	39 504	38 414	8 076	22 351	8 969	19 529
ISCED 24	26 114	:	9 000	14 573	76 376	7 195	23 927	39 806	38 224	8 076	22 351	8 969	19 529
ISCED 34	26 114	:	9 000	14 573	76 376	7 195	23 927	39 806	38 325	8 076	22 351	8 969	19 529
	SK	FI	SE	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
ISCED 02	8 592	29 201	36 798	4 189	6 120	69 967	39 955	75 835	9 715	6 624	38 236	6 330	7 926
ISCED 1	10 646	33 140	37 209	4 938	6 528	75 012	39 657	78 779	9 715	6 811	45 669	7 396	7 926
ISCED 24	10 646	35 792	38 398	5 132	6 936	83 606	39 657	93 042	9 715	6 811	45 669	7 396	8 242
ISCED 34	10 646	37 954	39 388	5 423	8 160	94 162	38 487	93 042	9 715	7 111	49 586	7 396	8 242

Source: Eurydice.

Explanatory note (Figure 1)

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

Country-specific notes

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

Czechia: The salaries shown are weighted averages of two salary scales according to the proportion of teachers paid on each of them.

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

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

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

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

Lithuania: Data refer to teachers with a pedagogical qualification and a teaching workload of 36 hours a week.

Netherlands: At secondary level, the salaries shown are the weighted averages of three salary scales according to the proportion of teachers paid on each one on 1 October 2018 and refer to both lower and upper secondary teachers combined.

Austria: The salaries shown represent the weighted averages of two pay scales (old and new schemes). ISCED 34 includes the salaries of teachers in vocational programmes. There are no federal level statistics for ISCED 02 provided in kindergartens. In public schools, the preschool stage is taught by primary teachers.

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

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

Sweden: There are no statutory salaries. Teachers' salaries are set individually and based on collective agreements. The reported salaries correspond to the median values of the actual salaries of teachers with one and two years of experience in 2019.

Bosnia and Herzegovina: The salaries shown are averages of the data available at all levels (entity of Republika Srpska, Cantonal levels of Federation of Bosnia and Herzegovina and level of Brcko district).

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

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

Montenegro: The majority of pre-primary teachers have a higher qualification than the minimum (the same as primary and secondary teachers) and consequently receive a higher statutory salary, which is reported here.

Norway: The majority of primary and secondary teachers have a higher qualification than the minimum (i.e. a 5-year bachelor's degree at primary and lower secondary levels and a master's degree at upper secondary level), and consequently receive a higher statutory salary, which is reported here.

Salary differences across education levels are usually related to differences in minimum qualification requirements

In many countries, where teachers receive a different salary depending on the education level at which they teach, those earning more normally need a higher qualification to enter the profession. Similarly, where the statutory starting salary is the same across education levels, so is the minimum qualification level required to teach. Figure 2 shows the minimum qualification requirements in the 38 education systems.

The qualification level is the same for all pre-primary, primary and secondary teachers in countries where their salary across education levels is also the same, or almost the same (see above). The minimum qualification is a short-cycle tertiary university degree (ISCED 5) for all teachers in Romania and Albania; a bachelor's degree or equivalent (ISCED 6) in Bulgaria, Greece, Lithuania, Bosnia and Herzegovina, North Macedonia, Norway and Turkey; and a master's degree or equivalent (ISCED 7) in France, Portugal and Iceland.

In Poland, the vast majority of pre-primary, primary and lower secondary teachers hold a master's degree (despite lower minimum qualification requirements) and are paid on the same salary scale as upper secondary teachers, for whom this is the minimum qualification. This is also the case for primary and lower secondary teachers in Croatia.

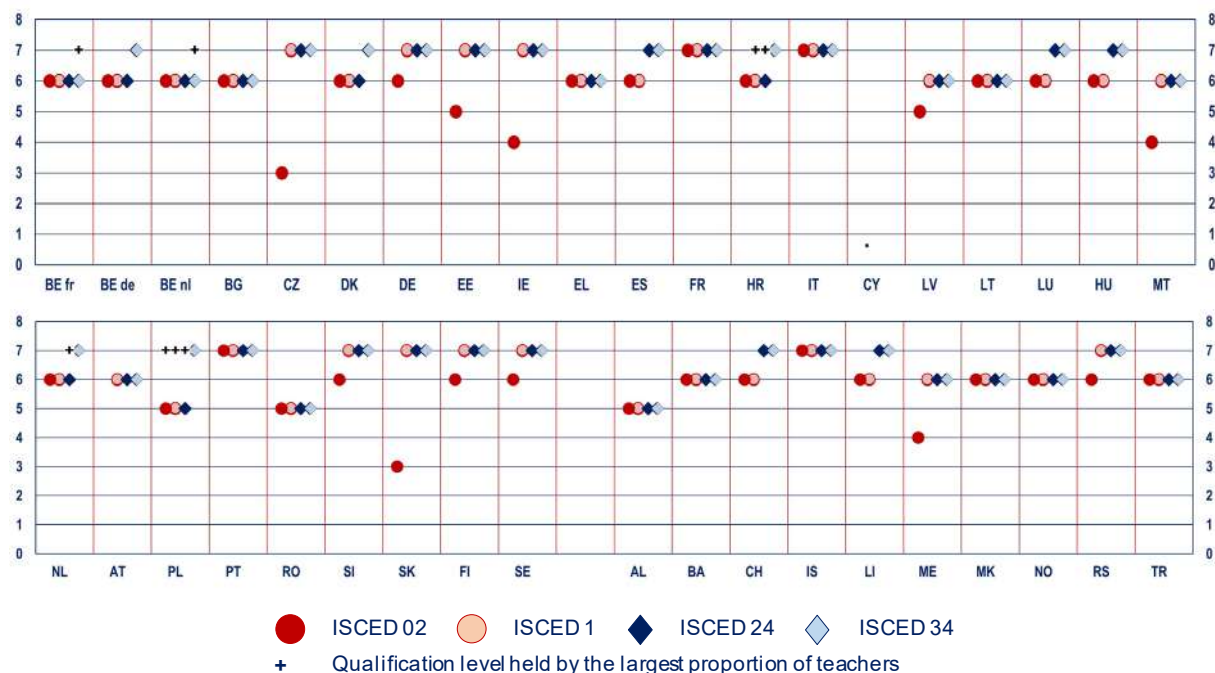
Similarly, the minimum qualification to become a pre-primary teacher in Montenegro is at ISCED level 4, but most pre-primary teachers have a bachelor's degree and earn the same salary as primary and secondary teachers.

The only exception in this first group of countries is Slovenia, where the starting salaries are the same across education levels but the minimum qualification to teach in pre-primary education is at ISCED level 6, whereas primary and secondary teachers need a master's degree.

In countries where upper secondary teachers receive higher salaries than other teachers, their minimum qualification requirements are also higher. In the German-speaking Community of Belgium, they need to have a master's degree, whereas the minimum qualification for pre-primary, primary and lower secondary teachers is at bachelor's level. In the French and Flemish Communities of Belgium, the majority of upper secondary teachers also have a master's degree and receive a higher salary, but

the minimum qualification is a bachelor's degree, the same as for pre-primary, primary and lower secondary teachers.

Figure 2: ISCED level of the minimum qualification to enter the teaching profession, 2019/20



Source: Eurydice.

Country-specific note

Estonia: At pre-primary level, teachers need to have at least a higher education degree (ISCED 5) and pedagogical competences. However, currently pre-primary teacher training curricula start at ISCED 6 level.

In countries where pre-primary teachers receive lower salaries than other teachers, their minimum qualification requirements are also generally lower. While the minimum qualification for primary and secondary teachers is at ISCED level 6 in Malta, for pre-primary teachers it is at ISCED level 4. In Czechia and Slovakia, primary and secondary teachers must hold a master's degree or equivalent, while pre-primary teachers are only required to hold qualifications at ISCED level 3. In Estonia, Finland, Sweden and Serbia also, a master's degree is required to teach at primary and secondary level, while the requirement for pre-primary teachers is a bachelor's degree, or a higher education degree in Estonia. In Denmark, although the minimum qualification for both pre-primary and primary/lower secondary teachers is at ISCED level 6, the latter category must also hold a specialisation in three subjects. In all these countries, statutory starting salaries of pre-primary teachers are lower than at the other education levels. Pre-primary teachers also earn less in Lithuania, although they are required to hold the same qualifications as primary and secondary teachers (ISCED 6). However, the government has passed legislation to level up their salaries as from September 2020.

In Spain, Luxembourg and Hungary, pre-primary and primary teachers are required to have a bachelor's degree to enter the teaching profession, while lower and upper secondary teachers need a master's degree and receive a higher salary ⁽⁸⁾. In the Netherlands, where the minimum qualification is at bachelor's level for pre-primary, primary and lower secondary teachers and at master's level for

⁽⁸⁾ In Hungary, it is possible to teach at lower secondary level with a bachelor's degree but since 2010 teachers' education has been at master's level.

upper secondary teachers, secondary teachers generally earn more (and the salary difference is greater for those holding a master's degree).

In Norway, the minimum qualification to enter the teaching profession is a 4-year bachelor's degree (ISCED 6), but most primary and lower secondary teachers hold a 5-year bachelor's degree (ISCED 6), and most upper secondary teachers have a master's degree (ISCED 7). Each of these qualification levels is associated with a different pay scale.

In Italy, all teachers must have a master's degree to enter the profession, but statutory starting salaries are higher for secondary teachers. In Iceland and North Macedonia as well, there are small salary differences between education levels, although the minimum qualification is the same for all teachers (ISCED 7 in Iceland and ISCED 6 in North Macedonia).

Finally, as mentioned above, education authorities may recognise more than one qualification level to enter the teaching profession. In around half of all education systems, teachers receive financial compensation for further formal qualifications. This could be done by using a variety of methods such as paying teachers on a higher salary scale, applying a higher coefficient or index point in the calculation of the salary or granting an additional payment on top of statutory salary and others ⁽⁹⁾.

Potential for salaries to increase over the career span varies considerably

Although starting salaries are important in attracting new teachers, they are not the only factor to consider. If salaries rise quickly, then a low starting salary may not necessarily be an economic disincentive to becoming a teacher. Furthermore, teachers leaving the profession is also an issue, and therefore significant career-long pay rises may contribute to teacher retention. Conversely, small increases requiring a significant length of service can have a detrimental effect on attracting and retaining teachers. This section shows how the salaries of lower secondary teachers increase over time and the number of years' service required.

Approaches to salary increases across Europe are complex and vary significantly. Even when considering only one aspect such as the average number of years required to reach the salary at the top of the range, differences across systems are remarkable. Thus while in Denmark and Iceland it takes on average 12 and 15 years respectively to be paid at the highest salary level, in Hungary it takes 42 years to reach the top of the range. In Croatia, Romania, Slovakia, Montenegro, North Macedonia and Serbia, teachers have to serve for 40 years to reach the top salary level.

When considering data regarding the amount and the timing of salary increases related to time in service, four distinct approaches can be identified:

1) Significant salary increase during the first 15 years in service

In a first group of countries, salaries increase significantly over the first 15 years in service and there may be further rises afterwards.

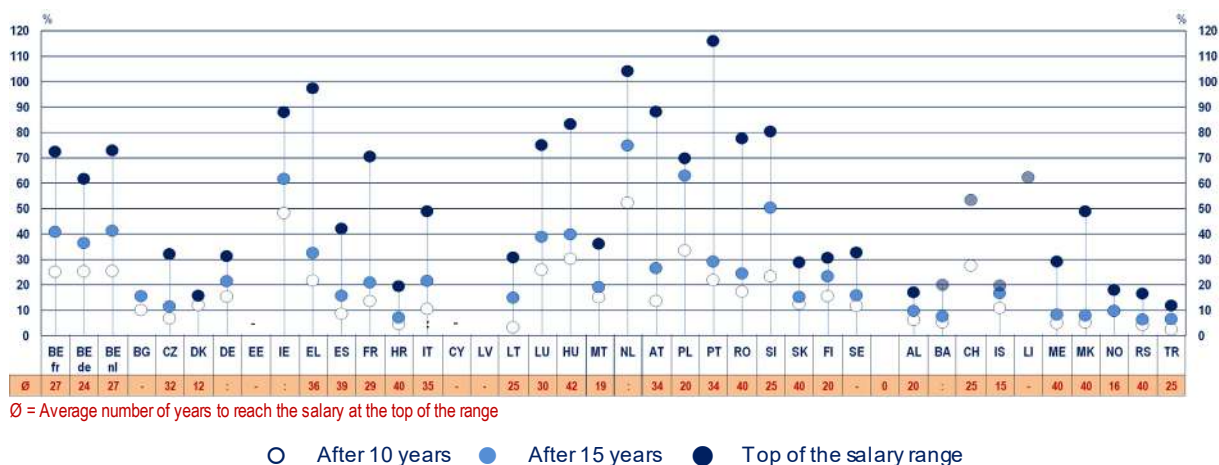
In the Netherlands, starting salaries increase by 75 % in the first 15 years and by up to 104 % in the years following. In Ireland, teachers' statutory salary is 62 % higher after 15 years and 88 % higher at the top of the pay scale. In Poland, starting salaries can increase by 63 % after the first 15 years and by up to 70 % in the next five.

⁽⁹⁾ For more information and country examples, see European Commission/EACEA/Eurydice, 2020a. *Teachers' and School Heads' Salaries and Allowances in Europe – 2019/20*. Eurydice Facts and Figures, pp. 17-19.

In Slovenia, the salary after 15 years' service can increase by 50 % compared with the starting salary, and teachers who reach the highest career level (i.e. Councillor) receive the top statutory salary which, at the end of their career, can represent an increase of 80 %.

In Belgium and Luxembourg, there is also a significant increase in the first 15 years and there are further rises in the following years, but it usually takes a long time in service to reach the top salary (27 and 30 years respectively).

Figure 3: Percentage difference between the statutory starting salaries of lower secondary teachers and their salaries after 10 and 15 years' service, and at the top of the pay range, 2019/20



Percentage difference between statutory starting salaries of lower secondary teachers and their salaries after 10 and 15 years' service, and at the top of the pay range, 2019/20

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT
After 10 years' experience	25.0	25.1	25.4	10.0	6.7	11.8	15.2	:	48.1	21.6	8.6	13.5	4.5	10.5	:	:	3.2	25.8	30.1	14.9
After 15 years' experience	40.8	36.3	41.2	15.5	11.3	15.6	21.3	:	61.5	32.4	15.6	20.8	7.0	21.4	:	:	14.8	38.8	39.8	19.0
At the top of the range	72.2	61.6	72.7	:	32.0	15.6	31.2	:	87.8	97.3	42.0	70.4	19.4	48.7	:	:	30.7	74.9	83.1	36.0
	NL	AT	PL	PT	RO	SI	SK	FI	SE		AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
After 10 years' experience	52.2	13.6	33.5	21.7	17.3	23.3	12.4	15.4	11.5		6.0	5.0	27.5	10.7	:	4.8	5.1	9.6	4.1	2.3
After 15 years' experience	74.7	26.4	62.9	29.1	24.3	50.2	15.1	23.2	15.8		9.6	7.5	:	16.6	:	8.2	7.8	9.6	6.1	6.4
At the top of the range	104.0	88.0	69.8	115.9	77.4	80.3	28.8	30.6	32.6		16.8	20.0	53.3	19.6	62.3	29.1	48.8	17.8	16.4	11.8

Source: Eurydice.

Explanatory note

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

Country-specific notes

Bulgaria: Regulations only set the minimum salary for the three stages of a teacher's career, i.e. teacher, senior teacher and chief teacher. The salary after 10 years here corresponds to the salary of senior teachers, and the salary after 15 years corresponds to the salary of chief teachers. Teachers could be promoted to these positions after they meet specific requirements.

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

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

Estonia: Official regulations set only a minimum wage applicable to all teachers. No progression is established based on years of service.

Ireland: The salaries shown refer to the new statutory salary scales for teachers appointed from the start of 2011. The majority of long-serving teachers are still paid according to the pre-2011 salary scale and receive higher salaries.

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

Croatia: The salary data refer to lower secondary teachers with a master's degree, which is the most prevalent qualification at this education level.

Latvia: Official regulations only define the minimum salary. School heads decide on teachers' salaries depending on their workload and performance and on the school budget.

Lithuania: The data correspond to a teaching workload of 36 hours a week for teachers with a pedagogical qualification.

Hungary: Salary data in the figure correspond to Teacher I and Master categories but most teachers are eventually promoted and receive the top salary for Teacher II.

Netherlands: Teachers' salaries, placement and progression are determined at school level. The salaries shown are weighted averages of the three salary scales according to the proportion of teachers paid on each one on 1 October 2019.

Austria: The starting salaries represent the weighted means of the old salary scale and the new scale introduced in 2015. The salaries after 10 and 15 years and at the top of the range refer to the old scheme.

Poland: The salary data refer to lower secondary teachers with a master's degree, which is the most prevalent qualification at this education level.

Sweden: There are no statutory salaries. Teachers' salaries are set individually and based on collective agreements. The starting salaries shown correspond to the median values of actual salaries for teachers with one or two years' experience in 2019. Top salaries refer to actual salaries above the 90th percentile.

Bosnia and Herzegovina: The salaries shown are averages of the data available at all levels (entity of Republika Srpska, Cantonal levels of Federation of Bosnia and Herzegovina and level of Brcko district).

Liechtenstein: The salary data refer to lower secondary teachers at *Gymnasium* and *Berufsmaturitätsschule*. Only 12 % of the salary progression is linked to years in service; the rest depends on budgetary decisions and performance.

Norway: The salary data refer to lower secondary teachers with a five-year bachelor's degree, which is the most prevalent qualification at this education level.

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

2) Significant salary increase over a long time span

In a second group of countries, the total percentage increase is high, but the increase is less relevant at the beginning of a teacher's career and a significant length of service is usually necessary to reach the top of the pay range. Therefore, teachers may only receive the top salary for a short time, and not all teachers will reach that point.

In Portugal, the top salary is more than twice the starting salary, but teachers need on average 34 years' service to reach it. The statutory starting salary can increase by 97 % in Greece after 36 years, by 83 % in Hungary and 88 % in Austria after 42 and 34 years respectively, and by 77 % in Romania after 40 years. In France, starting salaries increase by 70 % with 29 years' service.

3) Modest salary increase over a long time span

In a third group of countries, teachers need a significant length of service to achieve modest salary increases.

Starting salaries can increase by almost 50 % after 35 years' service in Italy, and after 40 years' service in North Macedonia. A similar length of service is necessary in Spain, Slovakia and Montenegro for a 42 % increase in Spain and around 30 % increase in Slovakia and Montenegro. In Czechia, Germany and Sweden, starting salaries can increase by up to 32 % over time. In Croatia, the total percentage increase is just below 20 % ⁽¹⁰⁾.

4) Modest salary increase over a short time span

In other education systems, the total increase is also modest, but the length of service required is shorter.

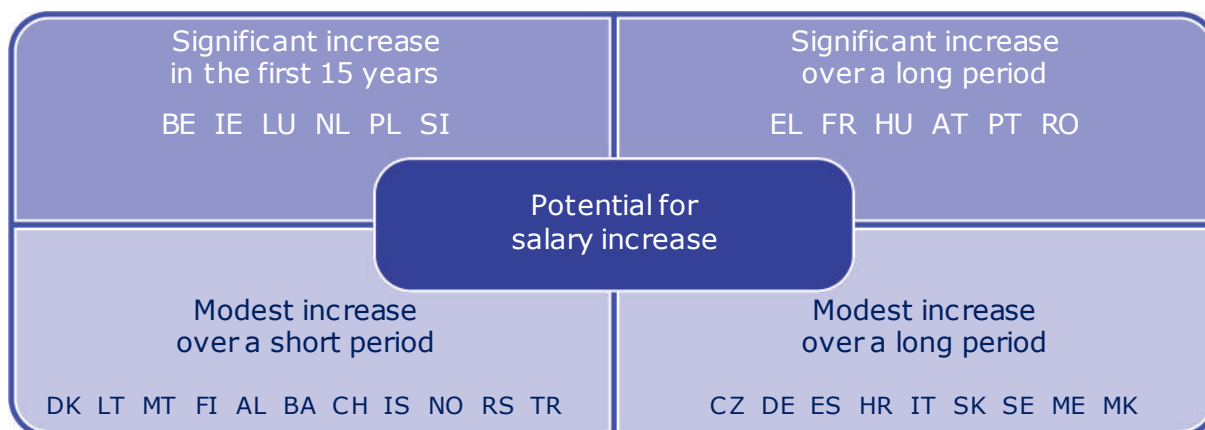
In Switzerland, starting salaries grow on average by 27 % in the first 10 years and by 54 % after 25 years.

Starting salaries can increase by up to 12 % after 10 years' service in Denmark, and by 17 % and 10 % after 15 years in Iceland and Norway respectively. The total increase is greater in Malta (36 %) and Finland (31 %) but it takes longer to reach the top (19 and 20 years respectively). In Lithuania, the total percentage increase is around 30 % and it takes 25 years to reach the top salary level. In Albania and Turkey, teachers need on average 20 and 25 years respectively to reach the top salary, which is 17 % and 12 % higher than the statutory salary of beginning teachers.

⁽¹⁰⁾ In Croatia, teachers can be promoted to higher career levels with higher salaries after 5 (teacher mentor), 10 (teacher advisor) and 15 years (excellent teacher advisor).

Using the information presented in Figure 3, Figure 4 below depicts the main approaches regarding the amount and timing of salary increases related to time in service.

Figure 4: Approaches regarding the amount and timing of teachers' salary increases related to time in service, 2019/20



Source: Eurydice.

Explanatory note

Using the salary data presented in Figure 3, this graphic summarises the existing approaches regarding the amount and timing of salary increases related to time in service.

Country-specific notes

Bulgaria, Latvia and Liechtenstein: Data not available or partially available.
Estonia: No progression is established based on years in service.

Salaries continue to rise in the majority of European systems

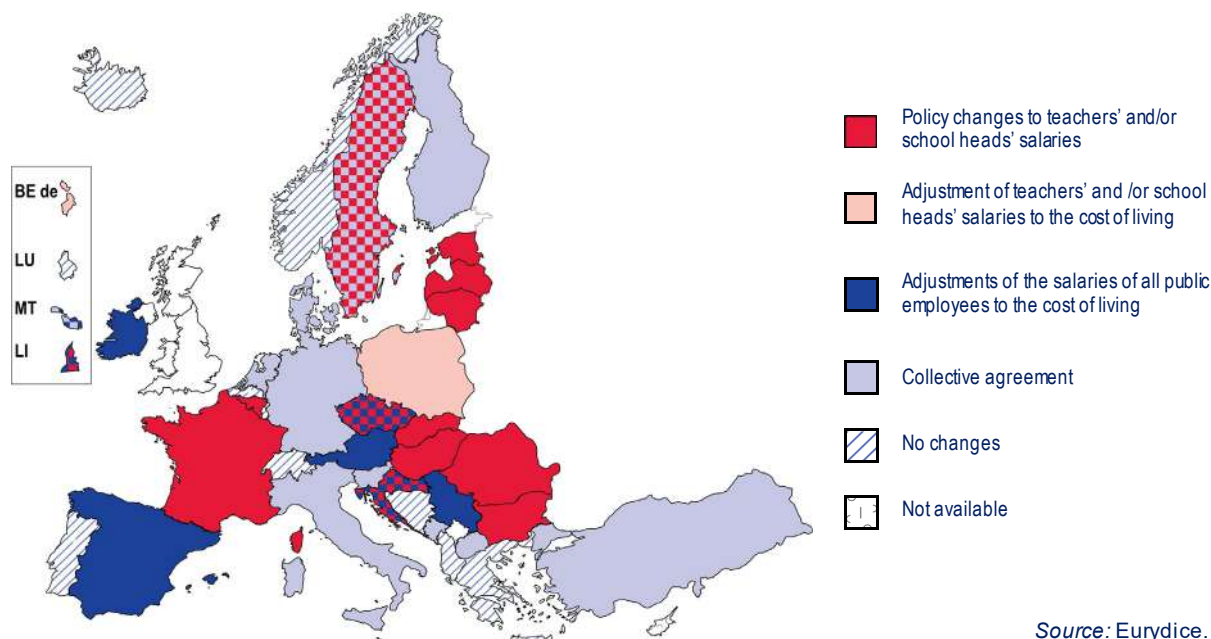
This section analyses the changes in teachers' and/or school heads' salaries between 2018/19 and 2019/20. These changes may be the result of a policy reform, a collective agreement or an adjustment of salaries to the cost of living.

Salaries in 2019/20 remained generally the same in six countries (Greece, Luxembourg, Portugal, Albania, Bosnia and Herzegovina, and Switzerland). In all of these countries, this had been the case in the previous two school years too. In addition, there were no changes in Belgium (Flemish Community), Iceland and Norway.

Salaries of public employees, including teachers, were adjusted to the cost of living in eight countries (Czechia, Ireland, Spain, Croatia, Malta, Austria, Liechtenstein and Serbia). For instance, in Czechia, the salaries of public service employees, including teachers, were increased by 8 % in January 2020. In Spain, civil servants statutory salaries were increased by 2.5 % in 2019 and 2 % in 2020. In Austria, the annual adjustment of salaries of all public sector employees amounted to 2.85 % for 2019 and 2.26 % for 2020.

In Belgium (German-speaking Community) and Poland, such increases were specific to teachers. For instance, in Poland, there were two increases in teachers' basic salaries: 5 % in 1 January 2019 and 9.6 % in 1 September 2019.

Figure 5: Changes in teachers' and/or school heads' salaries in public schools between 2018/19 and 2019/20



Source: Eurydice.

Explanatory note

This figure shows the nature of the changes in the salaries of pre-primary, primary and secondary teachers and/or school heads between 2018/19 and 2019/20. The analysis covers statutory and actual salaries. For more information on the salaries of school heads, see Section I.2.

Nine EU member states with low salary levels (Bulgaria, Czechia, Estonia, Croatia, Latvia, Lithuania, Hungary, Romania and Slovakia) continued with the implementation of specific measures to improve statutory salaries, maintaining the rising trend of previous years. In addition, Belgium (French Community), France and Liechtenstein also reported policy reforms that led to increases in the salaries of teachers and school heads.

In **Belgium (French Community)**, there was an adjustment of school heads' salaries in September 2019, and the end-of-the-year bonus increased by EUR 30.

In **Bulgaria**, there has been around a 17 % increase in the salaries of teachers and school heads since 1 January 2020.

In **Czechia**, salaries increased between 8 % and 15 % due to continuing policy changes and adjustment to the cost of living.

In **Estonia**, the 6 % increase is the result of the benchmark set in the (2013) Estonian Lifelong Learning Strategy 2020 to raise teachers' salaries to the level of the average salary of highly educated employees.

In **France**, the increase ranges between 1 % and 7 % depending on the education level, whether it concerns teachers or school heads and statutory or actual salaries. It is due to several policy changes such as the increase in the *indice majoré* (i.e. the base amount multiplied by the index point), the increase in allowances for working in a disadvantaged area (REP+) and the introduction of other additional payments. The increase refers to 2019-20 for statutory salaries and 2018 for actual salaries.

In **Croatia**, there has been an increase of around 8 % in salaries due to policy changes and adjustments.

In **Latvia**, the minimum monthly salary is being increased gradually every year. Consequently, in the period September 2018 to September 2019, it rose from EUR 710 to EUR 750 per 30 hours work week.

In **Lithuania**, the base salary and the coefficients continued to increase. The salary increase ranged between 2 % and 6 % for teachers and reached 8 % for school heads.

In **Hungary**, the starting salaries of teachers increased by 4 % to 8 %, depending on the education level, to adjust them to the minimum wage.

In **Romania**, the increase in teachers' salaries was between 8 % and 10 %.

In **Slovakia**, salaries increased by approximately 20 %.

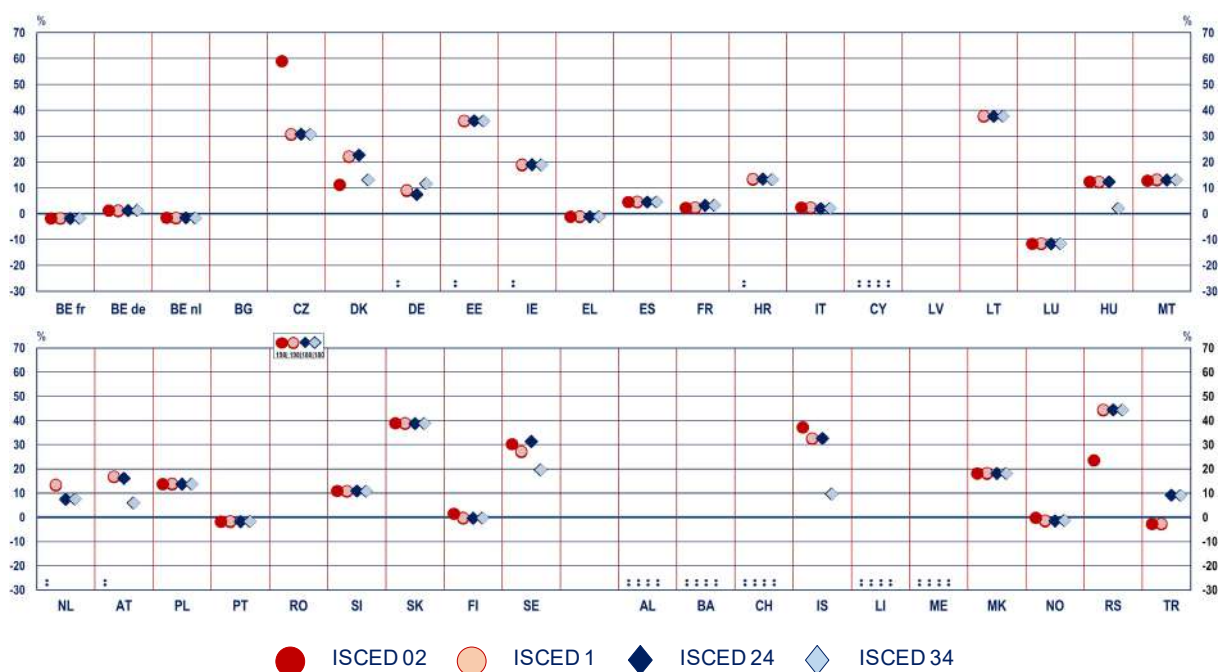
In another 11 education systems (Denmark, Germany, Italy, Malta, the Netherlands, Slovenia, Finland, Sweden, Montenegro, North Macedonia and Turkey), there were pay raises for teachers and school heads as the result of collective bargaining. For instance, in the Netherlands because of new collective agreements there was around 10 % salary increase in primary and 5 % increase in secondary education. In Slovenia, the increase was around 4 %. In Sweden, the actual salaries increased around 3 % for teachers depending on the education level and between 1 % and 7 % for school heads depending on the educational level ⁽¹¹⁾. In Montenegro and North Macedonia, statutory salaries increased by around 20 % and 10 % for both teachers and school heads respectively.

In nine countries starting salaries of teachers (inflation-adjusted) remained the same or lower over the past five years

Figure 6 shows the changes in the annual statutory starting salaries over the last five years, adjusted for the effects of price inflation. In 2019/20, these salaries were similar to or lower than in 2014/15 in a number of education systems.

In France and Italy, purchasing power has remained more or less the same over the past five years, while beginning teachers lost purchasing power in Belgium ⁽¹²⁾, Greece, Luxembourg, Portugal, Finland and Norway and, at pre-primary and primary levels in Turkey.

Figure 6: Percentage change in teachers' statutory starting salaries from 2014/15 to 2019/20 (at constant prices)



Source: Eurydice.

⁽¹¹⁾ Part of this increase is due to a long-term government initiative to increase teachers' salaries (*Lärarlönelyftet*), which started in 2016. For more information see <https://www.statkontoret.se/globalassets/publikationer/2021/2021-9-webb.pdf>

⁽¹²⁾ In Belgium (German-speaking Community), there was an increase of around 1 %.

Percentage change in teachers' statutory starting salaries from 2014/15 to 2019/20 (at constant prices)

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT
ISCED 02	-1.8	1.1	-1.6	92.6	59.0	11.2	:	:	:	-1.2	4.5	2.3	:	2.4	:	70.5	71.8	-11.6	12.3	12.8
ISCED 1	-1.8	1.1	-1.6	92.6	30.7	22.1	8.9	35.9	18.9	-1.2	4.5	2.3	13.4	2.4	:	70.5	37.7	-11.6	12.3	13.0
ISCED 24	-1.8	1.1	-1.6	92.6	30.7	22.7	7.4	35.9	18.9	-1.2	4.5	3.2	13.4	2.0	:	70.5	37.7	-11.6	12.3	13.0
ISCED 34	-1.8	1.2	-1.6	92.6	30.7	13.0	11.6	35.9	18.9	-1.2	4.5	3.2	13.3	2.0	:	70.5	37.7	-11.6	2.1	13.0
	NL	AT	PL	PT	RO	SI	SK	FI	SE		AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
ISCED 02	:	:	13.8	-1.7	198.1	10.8	38.8	1.5	30.2		:	:	:	37.1	:	:	18.2	-0.3	23.6	-2.7
ISCED 1	13.3	16.7	13.8	-1.7	198.1	10.8	38.7	-0.3	27.2		:	:	:	32.6	:	:	18.2	-1.4	44.4	-2.7
ISCED 24	7.5	16.2	13.8	-1.7	180.2	10.8	38.7	-0.3	31.3		:	:	:	32.6	:	:	18.2	-1.4	44.4	9.1
ISCED 34	7.5	5.9	13.8	-1.7	180.2	10.8	38.7	-0.3	19.6		:	:	:	9.7	:	:	18.2	-1.3	44.4	9.1

Source: Eurydice.

Explanatory note

This figure shows the percentage change between 2014/15 and 2019/20 in the annual gross statutory salaries (at 2015 prices) received by full-time beginning teachers holding the minimum qualification required to enter the profession in pre-primary, primary, general lower secondary education and general upper secondary education.

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

Salaries in 2019/20 have been divided by the Harmonised Index of Consumer Prices (HICP) to adjust for the effects of price inflation over the previous five years. The values for the HICP were extracted from Eurostat database on 31 March 2021 and are shown in the annex.

Country-specific notes

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

Denmark: Data for 2014/15 excluded the employees' contribution to the social security and pension scheme, which is included in 2018/19. Therefore, the increase in the statutory salaries was lower than reported.

Germany: Salaries represent a weighted average of the data available at *Länder* level for civil servants and salaried employees.

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

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

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

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

Hungary: The salary increase is higher at lower secondary level, because data for 2014/15 referred to teachers with lower qualification requirements.

Austria: Salary data are weighted averages of the old and new pay schemes. At primary and lower secondary level, most beginning teachers chose the new pay scheme during these five years because the starting salary was higher. At upper secondary level, most teachers chose the old pay scheme because salary increases related to length of service were more significant. This is the reason why the increase in the starting salaries in this figure is higher at ISCED 1 and 24 than at ISCED 34.

Poland: Salary data in this figure refers to teachers with a master's degree.

Slovenia: The food allowance that all teachers receive is included in data for 2018/19 but not in 2014/15.

Norway: Data on statutory salaries refers to teachers with three-year bachelor's degrees at ISCED 02, a five-year bachelor's degree at ISCED 1 and 24 and a six-year master's degree at ISCED 34.

Serbia: Data on starting salaries in 2018/19 includes only teachers with a master's degree, whereas data for 2014/15 includes teachers with a lower qualification and statutory salary.

In contrast, the highest increase between 2014/15 and 2019/20 in the EU can be found in several Central and East European countries. These countries are Bulgaria (92 % increase), Czechia (59 % for pre-primary teachers and 31 % for others), Estonia (36 %), Latvia (70 %), Lithuania (72 % for pre-primary teachers and 38 % for others), Slovakia (39 %) and Romania (180 %). In Romania, however, teachers have assumed the full payment of their contribution to the health system, social security and pension scheme; thus, the net increase might actually be lower. Iceland and Serbia also show high increases.

Since 2014/15, starting salaries adjusted for inflation have also increased significantly (generally by over 10 %) in Denmark, Ireland, Croatia, Hungary, Malta, Austria, Poland, Slovenia, Sweden and North Macedonia. The increase was slightly less in Germany and the Netherlands.

Average actual salaries are below the GDP per capita at all, or most educational levels in nearly a quarter of European education systems ⁽¹³⁾

The actual salary is the average annual gross salary, including, any allowances (for further detail on these, see Part II: National Data Sheets) and other additional payments that teachers may receive on top of the statutory salary. The average gross annual actual salaries for teachers in an education system certainly depends on statutory salary amounts and the amounts paid for allowances. Therefore, they are influenced by the age of the teaching staff in a country, as teachers' statutory salaries typically increase with professional experience.

Figure 7 presents the average annual actual salaries by education level and the gross domestic product (GDP) per capita in each country. The GDP per capita is used as a proxy for a country's economic performance and is also used as an indicator of the standard of living in a country. Comparing teachers' average annual actual gross salaries with GDP per capita provides an estimate of how well-off teachers may be.

In general, the average actual salary level strongly correlates with the GDP per capita of a country: the higher the GDP per capita, the higher the average salary of teachers ⁽¹⁴⁾. Hence, the lowest average actual salaries are observed in countries with the lowest GDP per capita, below EUR 20 000 (namely Greece, Latvia, Lithuania, Hungary, Romania, Slovakia, Montenegro and Serbia), and the highest actual salaries are in countries with the highest GDP per capita – above EUR 40 000 (namely Denmark, Germany, Ireland, the Netherlands, Austria, Finland, Sweden, Iceland and Norway).

Average actual salaries are often above the GDP per capita, but not in all countries. They are above the GDP per capita (between 10 % and 40 %) in Belgium, Germany, Greece, the Netherlands, Austria, Portugal, Montenegro and Serbia at all educational levels, and at secondary level in France, Italy and Finland. Teachers' actual salaries are more than 40 % higher than the GDP per capita in Germany, Portugal and Montenegro at all levels, and at upper secondary level in Belgium (French and Flemish Communities) and Denmark; and at lower and upper secondary levels in the Netherlands and Austria. In contrast, in Czechia, Estonia, Ireland, Latvia (except at upper secondary level), Hungary, Slovakia, Sweden, Iceland (except at upper secondary level) and Norway, the average salary of teachers is below the GDP *per capita*.

In Denmark and Slovenia, actual salaries are more than 10 % higher than the GDP per capita in primary and secondary education, but at pre-primary level they are below the GDP per capita. The average salary of pre-primary teachers is also lower than that of primary and secondary teachers, and generally below the GDP per capita in Czechia, Estonia, Latvia, Hungary, Malta, Slovakia, Finland, Sweden, Iceland and Norway.

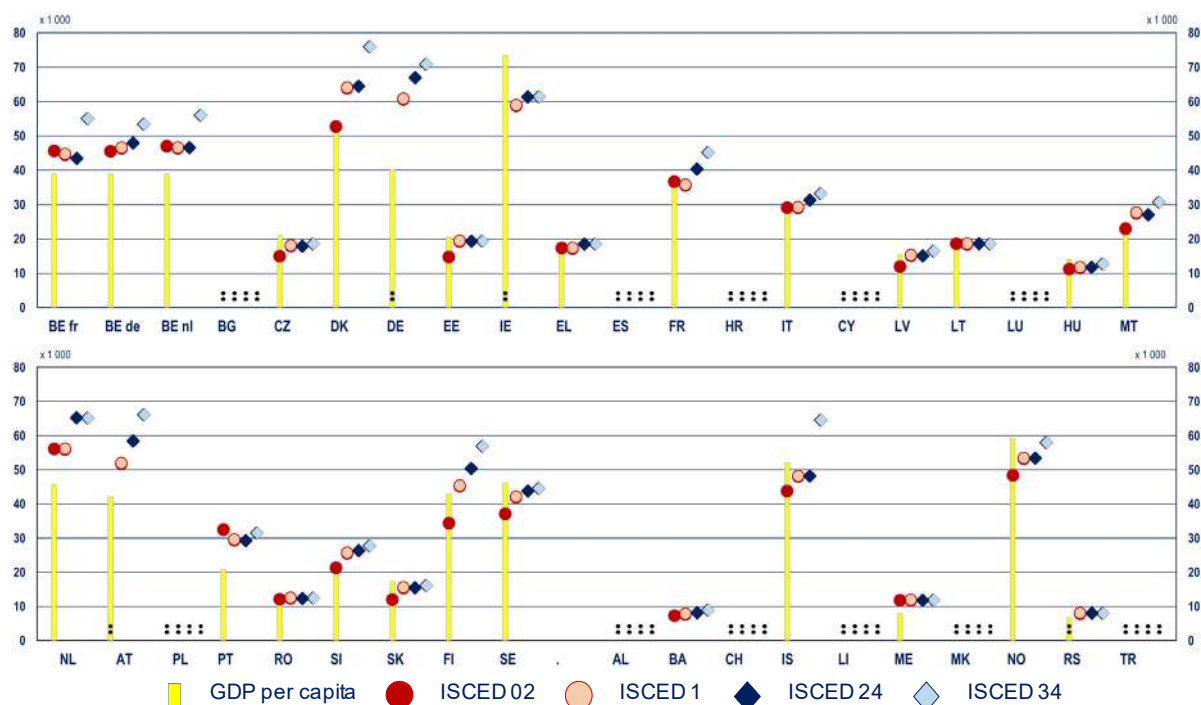
In general, the higher the educational level in which teachers practise, the higher their average actual salary. The average salary of teachers increases with the education level in Denmark, Germany, Austria, Slovenia, Finland, Sweden, and Bosnia and Herzegovina. It also increases in Hungary, Slovakia, Iceland and Norway (although in these countries primary and lower secondary teachers belong to the same salary group, owing to the structure of their education systems. In Ireland ⁽¹⁵⁾, Greece, France, Italy and the Netherlands, secondary teachers earn on average more than pre-primary and primary teachers.

⁽¹³⁾ Czechia, Estonia, Ireland, Latvia (except at upper secondary level), Hungary, Slovakia, Sweden, Iceland (except at upper secondary level) and Norway.

⁽¹⁴⁾ Data on average gross annual actual salaries is not available for Bulgaria, Spain, Croatia, Cyprus, Luxembourg, Poland, Albania, Switzerland, Liechtenstein, North Macedonia and Turkey.

⁽¹⁵⁾ Data on the actual gross annual salaries of school heads in pre-primary education is not available for Ireland.

Figure 7: Average annual gross actual salaries (EUR) of teachers aged 25–64 in public schools, 2019/20



Average annual gross actual salaries (EUR) of teachers aged 25–64 in public schools, 2019/20

	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR
ISCED 02	45 634	45 546	47 024	:	14 986	52 749	:	14 814	:	17 328	:	36 696	:
ISCED 1	44 623	46 565	46 582	:	18 052	64 032	60 792	19 387	58 975	17 328	:	35 744	:
ISCED 24	43 463	47 911	46 590	:	17 935	64 457	67 007	19 387	61 414	18 522	:	40 311	:
ISCED 34	55 100	53 435	55 965	:	18 594	75 989	70 913	19 387	61 414	18 522	:	45 214	:
	IT	CY	LV	LT	LU	HU	MT	NL	AT	PL	PT	RO	SI
ISCED 02	29 157	:	11 913	18 576	:	11 214	22 931	56 127	:	:	32 467	12 101	21 372
ISCED 1	29 157	:	15 278	18 576	:	11 706	27 571	56 127	51 860	:	29 488	12 526	25 671
ISCED 24	31 269	:	15 069	18 576	:	11 706	27 090	65 212	58 483	:	29 224	12 381	26 349
ISCED 34	33 261	:	16 499	18 576	:	12 730	30 743	65 212	66 081	:	31 484	12 481	27 774
	SK	FI	SE	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
ISCED 02	12 031	34 406	37 110	:	7 344	:	43 806	:	11 827	:	48 391	:	:
ISCED 1	15 472	45 301	42 087	:	7 752	:	48 192	:	11 827	:	53 419	8 007	:
ISCED 24	15 472	50 398	43 785	:	8 160	:	48 192	:	11 827	:	53 419	8 007	:
ISCED 34	16 109	56 929	44 603	:	8 976	:	64 610	:	11 827	:	57 952	8 040	:

Source: Eurydice.

Explanatory note

Teachers' actual salaries are the weighted average annual gross salaries received by full-time, fully qualified teachers, including allowances and other financial benefits. Unless otherwise indicated, the reference year is 2019/20 for actual salaries and 2020 for the GDP per capita (exceptions are listed below in the country-specific notes). Data on GDP per capita and the exchange rates used to convert salaries into euro (where reported in a different national currency) are available in an annex at the end of the report.

Country-specific notes

Belgium: GDP refers to the whole of Belgium, but salaries differ between the three communities.

Czechia: The reference year is 2018/19 (2019 for the GDP per capita).

Germany: Salaries represent a weighted average of the data available at *Länder* level for civil servants and salaried employees. Data on actual salaries are estimates and include general post allowances where applicable and special annual payments, as well as holiday pay. The family allowances that all civil servants receive are not included in the estimations.

Estonia: The total cost of wages of public school teachers and municipal kindergarten teachers is divided by the number of teachers (all ages) in full-time equivalents. Data for ISCED 1, 24 and 34 include teachers at the three education levels altogether.

Ireland: At secondary level, the reported average salary corresponds to ISCED 24 and 34 together.

Greece: Data for ISCED 1 includes teachers in pre-primary schools (for children aged 4–5) supervised by the Hellenic Ministry of Education and Religious Affairs, and in special needs education. Data for ISCED 34 include teachers in lower secondary education (ISCED 24), special needs education, vocational education and adult education programmes for attainment of ISCED 24 level.

France: The reference year for the actual salaries is 2018 and they cover a wider population of teachers than statutory salaries. The GDP per capita also refers to 2018.

Lithuania: The data on actual salaries represent the average of all teachers in all the education levels.

Hungary: Actual salary data for ISCED 1 and 24 refer to both education levels together. This includes salaries of teachers working in 8-year single-structure primary and lower secondary schools, and teachers teaching at lower secondary level in 6- and 8-year *gimnázium*.

Netherlands: Data at ISCED 02 and 1 refer to both education levels together. At secondary level, the reported average salary corresponds to ISCED 24 and 34 together

Austria: Data calculated in full-time equivalents. Headmasters, deputies and assistants, and heads of departments are excluded. At upper secondary level, teachers of vocational programmes are included.

Portugal: The reference year is 2018/19 (2019 for the GDP per capita).

Slovenia: The reference year is 2018/19 (2019 for the GDP per capita). The reported actual salary data refer to teachers of all ages. At pre-primary level, data also include teachers at ISCED 01. At primary and secondary levels, data refer to teachers who worked full-time for the same employer for the entire year. The annual holiday bonus, meal allowances, reimbursement of travel expenses and the long-service award (*jubilejna nagrada*) are not included.

Slovakia: The reference year is 2018/19 (2019 for the GDP per capita). Data on actual salaries also include school heads. Actual salary data for ISCED 1 and 24 refer to both education levels together.

Sweden: The reference year is 2019. At ISCED 34, teachers of general subjects in vocational programmes are included.

Iceland: Data include all teachers, all ages (including not fully qualified teachers). At ISCED 02, data include ISCED 01 but exclude teachers' assistants. Data for ISCED 1 and 24 refer to both education levels together. Teachers in special schools are included in the data. At ISCED 34, teachers of vocational programmes are included.

Montenegro: The average salary refers to all education levels together. The GDP per capita refers to 2019.

Norway and Serbia: Data for ISCED 1 and 24 refer to both education levels together.

Section I.2. School heads' salaries

School heads have a crucial role to play in improving the quality of teaching and learning within schools (OECD, 2008; European Commission, 2020). Leading a school needs 'a range of ... competences underpinned by core values. It requires professional commitment, an ability to motivate and inspire, and sound managerial, pedagogical and communication skills. Good educational leaders develop a strategic vision for their institutions, act as role models for both learners and teachers and are key to creating an effective and attractive environment which is conducive to learning' ⁽¹⁶⁾.

School leaders' responsibilities also depend on the level of autonomy schools have in different areas – managing human or financial resources, teaching content and processes (European Commission/EACEA/Eurydice, 2013, 2020b). Higher levels of school autonomy in several of these areas imply wider responsibilities and more tasks to be managed at the school level ⁽¹⁷⁾. Increasingly, school leaders are also important players in maintaining links between different levels of education and training, the world of work and the local community ⁽¹⁸⁾. They also have a determining role in shaping a whole-school approach that helps tackle early school leaving (European Commission, 2015).

While school heads are often not the only staff responsible for school leadership, they typically hold the primary responsibility for heading a school, or sometimes a group of schools (European Commission, 2020). At the time of their recruitment, school heads typically have several years of professional experience in teaching and in different leadership roles, and in some systems they have also been required to follow specific leadership training courses (see Figure 8). Analysing school heads' salaries, therefore, can provide a glimpse of the attractiveness of school heads' careers within the teaching profession itself, and in comparison with other management roles in society. It should be noted that salaries are only one element of enhancing the attractiveness of this career option, but certainly an important one.

⁽¹⁶⁾ Council conclusions on effective leadership in education (2014/C 30/02).

⁽¹⁷⁾ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions. School development and excellent teaching for a great start in life. SWD(2017) 165 final, p. 9.

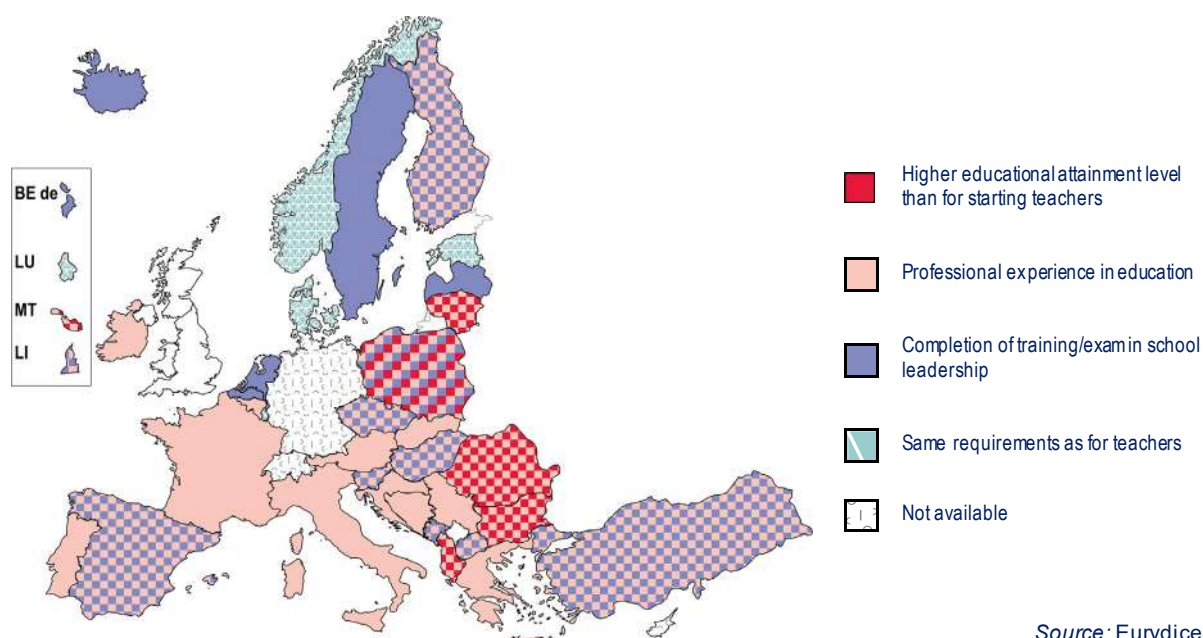
⁽¹⁸⁾ Council conclusions on effective leadership in education (2014/C 30/02).

School heads require at least 5 years' professional experience at their appointment in half of European education systems

The minimum requirements for becoming a school head are higher or more demanding than the minimum requirements for starting as a fully qualified teacher in all European education systems, with the exceptions of Denmark, Estonia, Luxembourg and Norway. These higher requirements, depicted in Figure 8, may consist of a higher educational attainment, a minimum amount of professional experience and/or the completion of specific training and/or certification for school heads. European education systems, nevertheless, vary regarding the type of requirements, and also in whether one or more of these are demanded.

In the vast majority of cases, in 26 systems ⁽¹⁹⁾, school heads must have several years of professional experience in the education sector. Most commonly this refers to teaching practice, but in some cases higher-level teacher responsibilities are demanded, for example time spent in senior-level teacher positions in the career ladder or experience in certain leadership functions. The length of the required experience ranges from 1 years' teaching experience in Turkey to 14 years (10 years' teaching practice plus 4 years as assistant school head, department head, counsellor or inclusive education coordinator) in Malta. The most commonly required experience at all education levels is five years of teaching experience. This is the case in Bulgaria, Ireland, Spain, Italy, Austria, Poland, Portugal, Romania, Slovenia, Slovakia, Albania, Bosnia and Herzegovina, Montenegro and North Macedonia. Some other countries also require five years but only for certain levels.

Figure 8: Top-level requirements to become school head in public schools (ISCED 02, 1, 24 and 34), 2019/20



Length of required minimum professional experience, in years

BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT
3	-	-	5	3-5	-	:	-	5	10	5	2;5	5;8	5	:	-	3	-	4	14
NL	AT	PL	PT	RO	SI	SK	FI	SE		AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
-	5	5	5	5	5	5	-	-		5	5	-	-	3	5	5	-	8;10	1

⁽¹⁹⁾ French Community of Belgium, Bulgaria, Czechia, Ireland, Greece, Spain, France, Croatia, Italy, Lithuania, Hungary, Malta, Austria, Poland, Portugal, Romania, Slovenia, Slovakia, Finland, Albania, Bosnia and Herzegovina, Liechtenstein, Montenegro, North Macedonia, Serbia and Turkey.

Country-specific notes

Belgium (BE fr): School heads must hold at least a Bachelor's degree (ISCED 6) and a pedagogical diploma. 3 years of service are required for recruitment (but this condition is no longer mandatory if there are no candidates and if a second call for candidates is necessary). For formal appointment as school head, 6 years of service and the certificates of successful completion of the modules of the Initial Training of school heads are required.

Belgium (BE de): At upper secondary level, the minimum qualification requirement to become a teacher is a master's qualification (ISCED 7), whereas the minimum qualification requirement to become a school head is a bachelor's (ISCED 6). The dedicated training for school heads must be completed within 5 years following the appointment as a school head.

Belgium (BE nl): Data refer to pre-primary, primary and lower secondary education. At upper secondary level, school heads also require a higher educational attainment (master's qualification, ISCED 7).

Czechia: The length of the required professional experience increases by educational level: minimum 3 years for pre-primary education, 4 years for primary, 4-5 years for lower secondary and 5 years for upper secondary education.

Estonia: Candidates for school headship need to demonstrate leadership competences, in addition to having fulfilled the requirements for fully qualified teachers at the equivalent educational level. Although many of the new school heads complete a course for beginner school heads, no formal training or exam is required; the existence of leadership competences can be proven otherwise, for example in the CV or professional profile of the candidate.

Ireland: Data refer to primary schools with more than 80 students and secondary schools. Professional experience is not required for school heads in primary schools with 80 students or fewer.

France: In pre-primary and primary education, school heads are required to have 2 years' teaching experience. In secondary education, 5 years professional experience and a competitive examination for school heads (*concours de recrutement des personnels de direction*) is required.

Croatia: In pre-primary education, school heads are required to have 5 years' work experience at the same level; in primary and secondary education, 8 years' professional experience is demanded.

Italy, Austria and Liechtenstein: Data refer to primary and secondary education.

Latvia, Slovakia and Montenegro: Data refer to primary and secondary education. At pre-primary level, school heads need a higher educational attainment than starting teachers.

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

Poland: At upper secondary level, the minimum qualification requirements are the same for teachers and school heads.

Serbia: In pre-primary education, school heads are required to have 10 years' teaching experience; in primary and secondary education, 8 years' professional experience is demanded.

In the French Community of Belgium, Greece, France (at pre-primary and primary level), Ireland, Croatia, Italy, Austria, Portugal, Slovakia, Bosnia and Herzegovina and Serbia, a minimum number of years of professional experience is the only additional requirement compared to teachers for becoming a school head. In the remaining 17 education systems, professional experience is only one of the criteria.

The second most commonly demanded requirement, in 16 systems ⁽²⁰⁾, is related to the completion of training or passing an exam for school heads. In Czechia, Spain, Latvia, Poland, Iceland, Liechtenstein and Turkey, candidates must have completed a dedicated training course for school heads. In the Flemish Community of Belgium, France (at secondary education levels), Hungary, the Netherlands, Slovenia, Finland, Montenegro and North Macedonia, candidates have to have provided proof of their leadership competences, for example by passing a headship exam. In Belgium (Flemish Community), Latvia, the Netherlands, Sweden and Iceland, this is the only requirement for starting a headship.

Finally, the third type of requirement is educational attainment superior to that of starting teachers. This is a minimum criteria for headship in six countries, and some years of professional experience are also required. In Bulgaria, Lithuania, Malta ⁽²¹⁾ and Romania, a master's (ISCED 7) qualification is required for a headship at all or most educational levels, whereas the minimum requirement for becoming a teacher is a bachelor's (ISCED 6) qualification in these countries. In Albania, teachers are required to have a minimum educational attainment of ISCED 5, whereas school heads are required to have a bachelor's qualification. Similarly, in Poland, for starting a teaching position at pre-primary and primary levels a tertiary non-university qualification (ISCED 5) is the minimum requirement (in practice,

⁽²⁰⁾ Belgium (German-speaking and Flemish Communities), Czechia, Spain, France, Latvia, Hungary, the Netherlands, Slovenia, Finland, Sweden, Iceland, Liechtenstein, Montenegro, North Macedonia and Turkey.

⁽²¹⁾ In Malta, the minimum requirement for starting teachers at pre-primary level is an education diploma (ISCED 4), whereas school heads have to hold a master's qualification (ISCED 7). In addition, most teachers at primary and secondary levels hold a master's qualification, regardless of the minimum requirement, which is a bachelor's qualification.

more than 90 % of teachers hold a master's degree); at the same time, the minimum requirement for headship is a bachelor's degree.

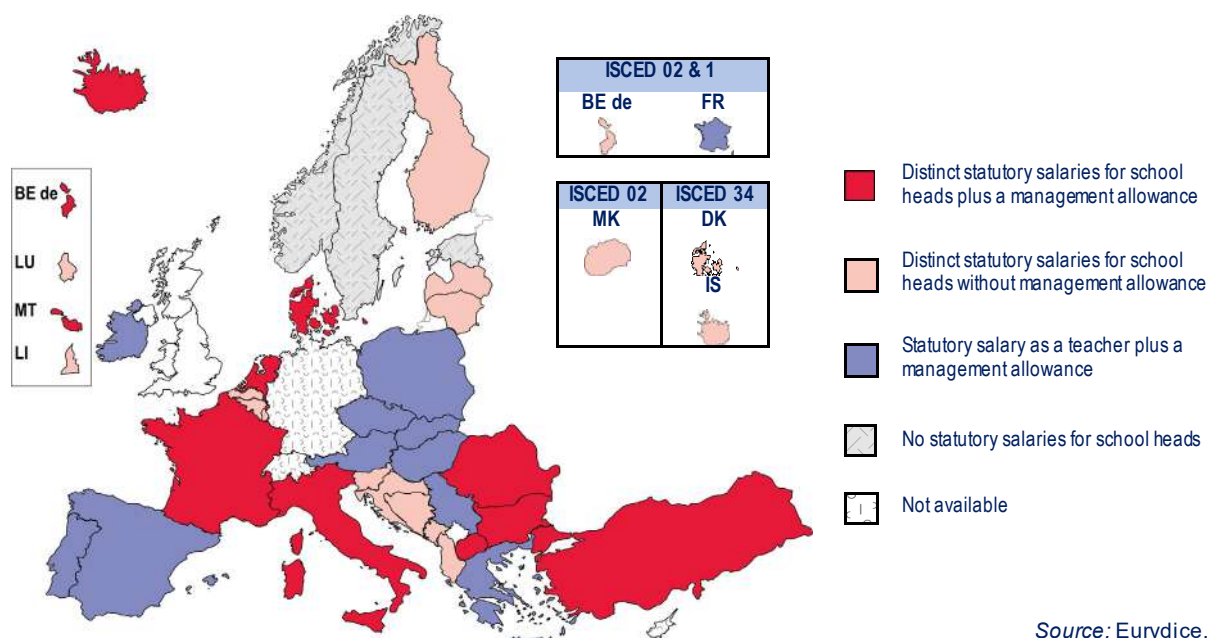
In some education systems, only at certain educational levels do school heads need to have educational attainment higher than the minimum required for teaching. In the Flemish Community of Belgium, a bachelor's qualification is the minimum formal requirement for becoming an upper secondary teacher (even though the majority of teachers currently hold a master's qualification), but school heads in upper secondary schools are required to have a master's degree. Interestingly, in Latvia, Slovakia and Montenegro, different minimum qualification requirements for teachers and heads exist only at pre-primary level. In Latvia, the minimum qualification requirement for pre-primary teachers is short-cycle tertiary education (ISCED 5), in Slovakia upper secondary (ISCED 3) and in Montenegro post-secondary non-tertiary (ISCED 4) completion, whereas school heads are required to have at least a bachelor's qualification (ISCED 6) in all three countries.

In contrast, in the German-speaking Community of Belgium, school heads are required a Bachelor's degree, while teachers must have completed a Master's qualification. Similarly, in Luxembourg, the minimum qualification requirement to become a teacher at secondary level is Masters' qualification (ISCED 7); and the minimum qualification requirement to become a school head at secondary level is Master's qualification (ISCED 7). Under certain specific circumstances both, teacher as well as school head, can have a bachelors' qualification.'

School heads are often paid on a different salary scale from teachers

Figure 9 shows the types of statutory remuneration systems used to pay heads of public schools in Europe. Either school heads are paid on the same salary scale as teachers or there is a specific salary scale for school heads. In education systems where school heads are paid on the same salary scale as teachers, they always receive a management allowance. In systems where heads are paid according to a distinct salary scale, they may or may not receive an additional management allowance.

Figure 9: Remuneration systems for the heads of public schools (ISCED 02, 1, 24 and 34), 2019/20



Source: Eurydice.

Country-specific notes (Figure 9)

Ireland: Data refer to primary and secondary education. There is no statutory salary in pre-primary education.

Italy: Data refer to primary and secondary education.

Croatia and Austria: Data only refer to primary and secondary education. Information for pre-primary education is not available.

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

Statutory salary as a teacher plus a management allowance

In 10 education systems, school heads working at pre-primary, primary and secondary levels receive their teacher's salary plus a management allowance (Bulgaria, Czechia, Greece, Spain, Hungary, Austria, Poland, Portugal, Slovakia and Serbia). This is also the case at pre-primary and primary levels in France, and at primary and secondary levels in Ireland and Austria.

Distinct statutory salaries for school heads

In 22 education systems, there are distinct, statutorily defined salaries for school heads, with or without an additional school head allowance. In four education systems (Malta, the Netherlands, Romania and Turkey), school heads are paid on a distinct salary scale and also receive a management allowance at all four educational levels discussed in this report. In addition, this approach is taken in pre-primary, primary and lower secondary schools in Denmark and Iceland, in primary and secondary schools in Italy and North Macedonia, and in secondary schools in Belgium (German-speaking Community) and France.

In the remaining 11 education systems⁽²²⁾ in this group, school heads are paid on a distinct salary range, but they do not receive an additional management allowance. This is also the case in pre-primary education in North Macedonia, in pre-primary and primary schools in the German-speaking Community of Belgium, in secondary schools in Luxembourg and in upper secondary schools in Denmark and Iceland.

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

School heads' earnings are usually related to the size of the school

Irrespective of how the salary of school leaders is defined, in most education systems the basic statutory salary and/or the management allowance takes into account certain characteristics of the school and/or of the school head. Among the school characteristics, the most common is the size of the school (e.g. number of students or classes). Other characteristics of the school that may also be taken into account include the location of the school, the education level, the number of pupils with special educational needs and the provision of differentiated teaching. Figure 10 presents the common ways according to which school size is taken into account in school heads' statutory salaries:

- there can be two or more statutory pay ranges for the different types/sizes of school;
- there can be a single pay scale for school heads and the position on the salary scale depends, on among other things, the size of the school;
- local authorities or local/regional school governing bodies may have the authority to decide on how school heads' salaries should be determined by the school size;
- school size does not have a direct impact on school heads' statutory salaries.

⁽²²⁾ French and Flemish Communities of Belgium, Croatia (except at pre-primary level), Latvia, Lithuania, Slovenia, Finland, Albania, Bosnia and Herzegovina, Liechtenstein and Montenegro.

Heads are paid on different pay ranges depending on the type/size of the school

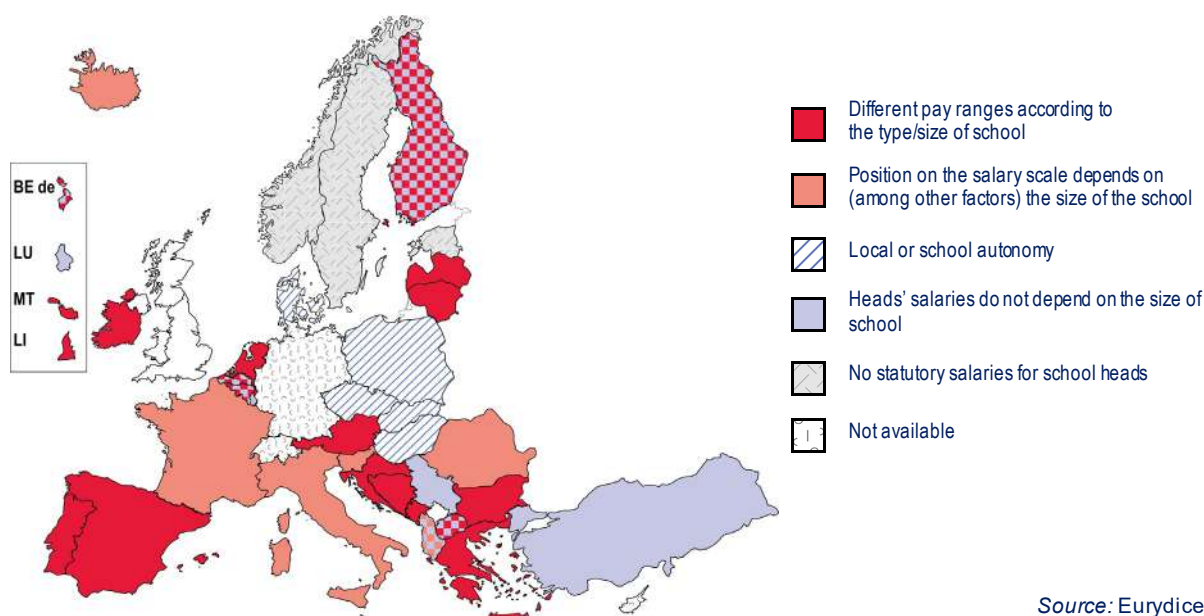
In almost half of the education systems, several pay ranges are defined for school heads. The most common criterion for defining each pay range is the size/type of school. Usually, the more students or classes are in a school, the higher the pay range.

Education systems vary widely in the number of pay ranges; in other words, how many categories of schools they define based on their size (among other considerations). They also vary in the size of the schools in each school category. For example, in Lithuania, five school categories and their respective salary ranges are defined. The smallest schools enrol fewer than 200 students, whereas the biggest schools enrol 1 001 or more students. In the German-speaking Community of Belgium, two categories of schools are set for heads' salaries at secondary level: schools with more than 600 students and schools with fewer than 600 students.

Countries with this type of system include Ireland, Greece, Spain, Croatia, Latvia, Lithuania, Malta, the Netherlands, Austria, Portugal, Bosnia and Herzegovina, Liechtenstein, Montenegro and North Macedonia. In Belgium, the salary of school heads depends on the school size in pre-primary and primary schools in the French Community, and in secondary schools in the German-speaking and the Flemish Communities.

In Finland, the salary of school heads depends on the number of full-time teachers employed at the school at primary level, and on the number of groups (i.e. total number of pupils per year class divided by 32) at lower secondary level.

Figure 10: Impact of school size on school heads' statutory salaries, 2019/20



Source: Eurydice.

Country-specific notes

Ireland, Italy and Austria: There is no statutory salary for school heads at pre-primary level.

Croatia: Data refers to primary and secondary education. Local authorities decide on heads' statutory salaries at pre-primary level.

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

Finland: Data refers to primary and lower secondary levels. Data are not available for pre-primary and upper secondary levels.

Bosnia and Herzegovina: Data are not available for pre-primary level.

The position on the salary scale depends on the school size

In seven countries, all school heads at a given education level are paid on the same pay range, but the position on the salary scale is assigned on the basis of (among other factors) the school size. Bulgaria, France, Italy, Romania, Slovenia, Albania and Iceland belong to this group. For example, in Bulgaria, the salary scale starts from schools with 1–50 students, and the highest step in the scale is for schools with more than 1 400 students; the intermediary salary steps are at increments of 100 students. The school heads' pay range depends also on the type of the school.

Local and/or school autonomy

In five education systems, lower levels of administration governing schools, including for example local authorities, determine whether and how school size influences school heads' statutory salaries. In Czechia, there is a range of the school head allowance defined by law that depends on the size of the school (number of students, classes respectively). However, its definite amount is set by the statutory authority, i.e. typically municipality at pre-primary, primary and lower secondary levels, and the regional authority at upper secondary level. In Denmark, the criteria to determine the management allowance are decided at local level. In Poland, the 'position' and 'motivation' allowances awarded to school heads are regulated by local government units, and may take into account the size of the school. In Hungary and Slovakia, the teaching duties of school heads decrease with the size of the school, and the school's governing authority may also decide to give the head a higher management allowance.

School size does not influence statutory salaries

Only in Luxembourg, Serbia and Turkey does the school size have no impact on school heads' statutory salaries. In some other countries, the number of students is not a factor influencing heads' statutory salary at certain educational levels. This is the case in pre-primary education in Albania and North Macedonia, in pre-primary and primary schools in the German-speaking and Flemish Communities of Belgium, in secondary schools in the French Community of Belgium, and in upper secondary schools in Iceland.

The minimum statutory salary for heads is lower than the salary for teachers with 15 years' experience in a third of education systems

The monetary compensation provided to school heads may influence a teacher's decision on whether or not to apply for a headship. Beside other factors, the salary difference between teachers and school heads can be an important economic incentive to take on the responsibility of managing a school. Figure 11 examines whether starting school heads have a statutory salary advantage compared with teachers with relatively long professional experience.

Figure 11 shows a starting school head's minimum annual gross statutory salary, which includes the management allowance where applicable. For education systems with a single salary range, the minimum statutory salary is shown. For education systems where there are several salary ranges, typically according to school size (see Figure 10), the minimum or starting salaries of heads in the smallest and the largest schools are depicted. School heads earning this statutory salary fulfil all the minimum professional requirements for school heads presented in Figure 8. In many educational systems, they have more than 5 years' professional experience. Figure 11 also shows the statutory salary of teachers with 15 years' experience. The difference between the statutory salaries of teachers with 15 years' experience and those of starting school heads can serve as a proxy for how attractive it may be, in economic terms, for a teacher to become a school head during their career.

Figure 11: Annual gross statutory minimum salaries (EUR) of school heads compared with salaries of teachers with 15 years' experience, with the minimum qualification, 2019/20



Source: Eurydice.

Explanatory note (Figure 11)

This figure shows the annual gross statutory minimum salary for school heads with the minimum qualification to manage a school, by education level. Where school heads are paid on a different pay range depending on the size of the school, the range going from the minimum salary given to heads of the smallest schools to the minimum salary for heads of the largest schools is shown (instead of a point).

The figure also shows the annual gross statutory salary of teachers with 15 years' experience and the minimum qualification to teach.

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

Country-specific notes

Belgium (BE fr and BE nl): At upper secondary level, the statutory salary for teachers with 15 years' experience refers to teachers with a master's degree, which is the qualification held by most teachers (81 % and 72 % respectively), and the qualification required to be a school head at this education level in the Flemish Community. The salary of teachers with 15 years' experience holding a bachelor's degree (which is the minimum qualification to teach, EUR 50 582.77 and EUR 46 659.42 respectively) is lower than the minimum salary of school heads.

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

Denmark: The management allowance is not included in the reported statutory salaries, since the amount is decided at local level.

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

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

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

Sweden: There are no statutory salaries. The minimum salaries shown correspond to the median values of the actual salaries of school heads with up to 2 years' experience. Reference year 2019.

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

In the French Community of Belgium (for teachers with the most prevalent qualification ⁽²³⁾) and in Czechia, at all educational levels discussed, the minimum salary for school heads is lower than the statutory salary of teachers with 15 years' experience. In a few education systems, the minimum statutory salary for school heads is lower than the salary of teachers with 15 years' experience at some education levels. This is the case at pre-primary level in Iceland, at pre-primary and primary levels in the German-speaking Community of Belgium and the Netherlands, in primary and secondary education in Albania, in lower secondary education in Hungary, and in secondary education in Luxembourg.

In the Flemish Community of Belgium, at upper secondary level the majority of teachers have a higher level of educational attainment (masters) than the minimum required. Figure 11 shows the salary of these teachers with 15 years' experience; their salary is higher than the minimum statutory salary of starting school heads, who also hold masters' degrees.

In some other instances, the starting heads' statutory salary is only lower for heads of small schools. In Portugal, the minimum statutory salary for school heads in the smallest schools is lower than salaries of teachers with 15 years' experience at all educational levels. In addition, this is the case in pre-primary and primary education in Greece, in primary education in Ireland, in lower secondary education in the Flemish Community of Belgium, in primary and lower secondary education in Austria, and in secondary education in the Netherlands.

In contrast, in Bulgaria, Denmark, Poland, Slovenia, Slovakia, Serbia and Turkey, the minimum statutory salary for school heads is higher than the salary of teachers with 15 years' experience at all educational levels. The difference is more marked (in Bulgaria (lower secondary level), France (secondary level), Italy, Romania, Finland and Iceland (upper secondary level) and Sweden. In Italy, the minimum statutory salary for school heads is twice as much as the salary of a teacher with 15 years' service.

In other countries, such as Spain, Croatia, Lithuania, Malta, Montenegro and North Macedonia, where different statutory salary ranges are in place for school heads according to the size of the school (see Figure 10), the salary for school heads is higher than the salary of teachers with 15 years' experience, and the difference increases with the size of the school. This is also the case in Finland at primary and lower secondary levels, in the German-speaking Community of Belgium and Greece at secondary level, and in Austria at upper secondary level. In Ireland, starting school heads' statutory salary in the largest secondary schools is significantly higher than the salary of teachers with 15 years' experience as well as the salary of starting heads in small secondary schools.

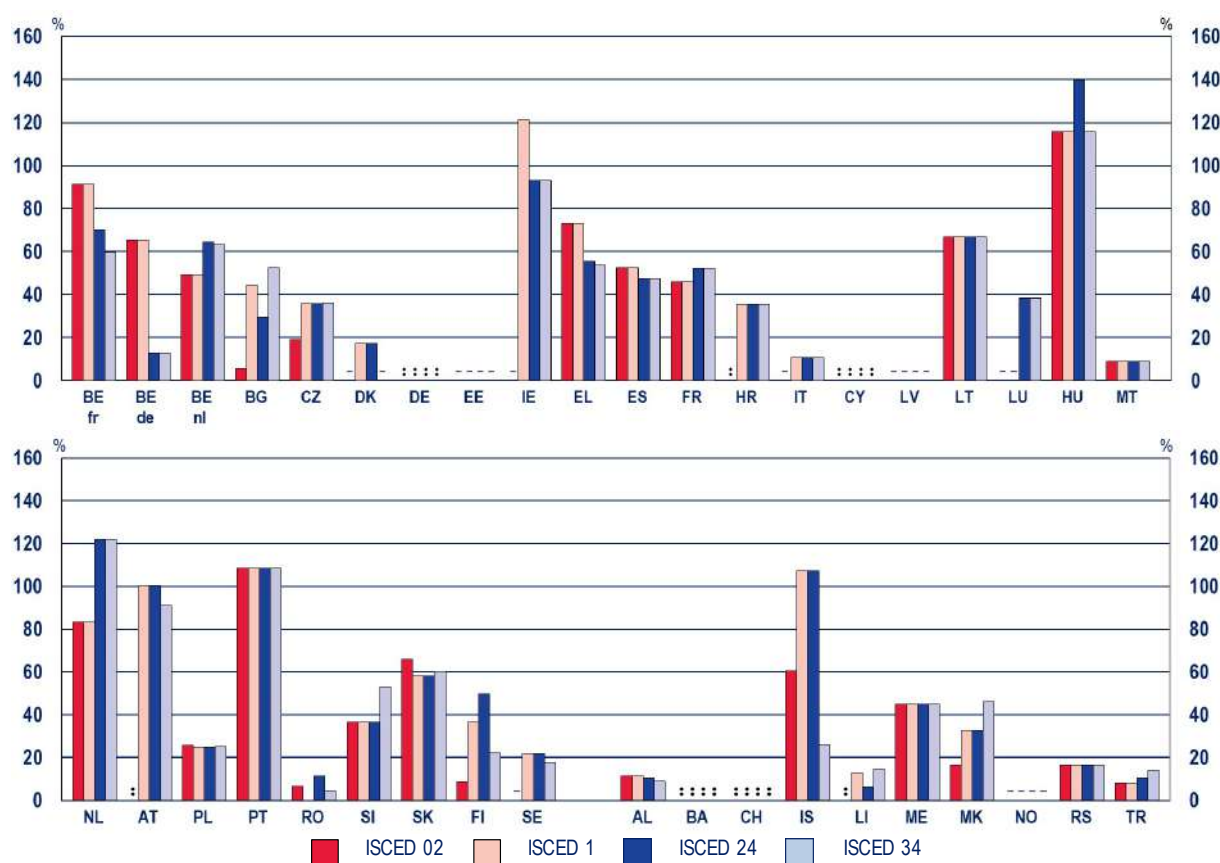
⁽²³⁾ In the French Community of Belgium, the salary of upper secondary teachers with a bachelor's degree is lower than the minimum salary of school heads.

In most education systems, there are significant differences in the minimum and maximum salaries that school heads may receive

The annual gross statutory salaries that school heads receive depend on a variety of factors such as years in service or certain characteristics of the school, for instance the number of students or classes (see Figures 10 and 11) or the number of teachers employed in the school. Other criteria that may be taken into account include the head's teaching duties, qualifications and performance, or the level of responsibility for the budget and for health and safety issues.

Figure 12 shows the percentage difference between the minimum and maximum annual gross statutory salaries that heads of pre-primary, primary, lower and upper secondary public schools may receive, depending on one or more of the above factors.

Figure 12: Percentage difference between the minimum and maximum statutory salaries of school heads, 2019/20



Percentage difference between school heads' minimum and maximum salaries, 2019/20

%	BE fr	BE de	BE nl	BG	CZ	DK	DE	EE	IE	EL	ES	FR	HR	IT	CY	LV	LT	LU	HU	MT
ISCED 02	91.2	65.2	49.1	5.9	18.9	–	:	–	–	72.9	52.5	46.0	:	–	:	–	66.8	–	115.6	8.9
ISCED 1	91.2	65.2	49.1	44.4	35.8	17.5	:	–	121.4	72.9	52.5	46.0	35.7	10.6	:	–	66.8	–	115.6	8.9
ISCED 24	70.0	12.8	64.5	29.5	35.8	17.5	:	–	93.0	55.5	47.7	52.2	35.7	10.6	:	–	66.8	38.3	139.6	8.9
ISCED 34	59.6	12.8	63.2	52.6	36.1	–	:	–	93.0	53.8	47.7	52.2	35.7	10.6	:	–	66.8	38.3	115.6	8.9

%	NL	AT	PL	PT	RO	SI	SK	FI	SE	AL	BA	CH	IS	LI	ME	MK	NO	RS	TR
ISCED 02	83.0	:	25.7	108.7	6.7	36.7	65.7	8.7	–	11.2	:	:	60.4	:	45.1	16.3	–	16.4	8.1
ISCED 1	83.0	100.4	25.0	108.7	0.0	36.7	57.9	36.7	21.7	11.4	:	:	107.3	12.7	45.1	32.5	–	16.4	8.2
ISCED 24	121.9	100.4	25.0	108.7	11.3	36.7	57.9	49.8	21.7	10.4	:	:	107.3	6.4	45.1	32.5	–	16.4	10.5
ISCED 34	121.9	91.1	25.1	108.7	4.3	53.0	60.2	22.1	17.8	9.0	:	:	26.0	14.6	45.1	46.3	–	16.4	13.8

Source: Eurydice.

Explanatory note (Figure 12)

This figure shows the percentage difference between the minimum and maximum statutory salaries of school heads with the minimum qualification. Where school heads are paid on a different pay range depending on the size of the school, the minimum refers to the bottom of the lowest range and the maximum refers to the top of the highest range.

Country-specific notes

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

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

Ireland: Maximum statutory salaries of school heads include allowances for a master's qualification, which is other than the minimum qualification, for those who entered the teaching profession prior to 2011.

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

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

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

Hungary: The maximum category refers to Researcher Teacher qualification with at least 42 years of experience plus the 80 % of the salary base.

Slovenia: At primary and lower secondary levels (ISCED 1 and 24), data refer to school heads of basic schools that provide both educational levels (single structure primary and lower secondary education).

Sweden: There are no statutory salaries. The minimum salaries shown correspond to the median values of the actual salaries of school heads with up to 2 years' experience. The maximum salaries shown correspond to the mean actual salaries above the 90th percentile. Reference year 2019.

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

The percentage difference is similar across education levels in Croatia, Italy, Lithuania, Malta, Poland, Portugal, Albania, Montenegro, Serbia and Turkey. This is also the case in Czechia, with the exception of pre-primary schools, and in Slovenia, excluding upper secondary schools.

In the rest of the countries, the difference between the minimum and maximum salaries varies across education levels. In the French and German-speaking Communities of Belgium, Ireland (primary education), Greece, Spain and Austria, the percentage difference between the minimum and maximum statutory salaries are larger in pre-primary and primary education than in secondary education. In contrast, in the Flemish Community of Belgium, France and the Netherlands, the difference is more significant at secondary level. In North Macedonia, the salary difference increases with the education level. Bulgaria, Hungary, Slovakia, Finland, Iceland and Liechtenstein are the other countries where the differences in the salaries of school heads vary across educational levels, but no specific pattern of minimum and maximum salaries between the above-mentioned education levels can be observed.

When looking at the extent of the difference between minimum and maximum statutory salaries for school heads, the largest differences appear in Ireland (at primary level), Hungary, the Netherlands (at secondary level), Portugal and Switzerland (at primary and lower secondary levels). In these countries, the maximum statutory salary is more than double the minimum statutory salary of school heads. The difference, in contrast, is less than 10 percentage points, and is thus the smallest in Europe, in Malta at all educational levels. Differences are similarly low at one or two educational levels in Bulgaria, Romania, Finland, Albania, Liechtenstein and Turkey.

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Guide to read the country sheets

The national data sheets show the main features and elements of the remuneration of teachers and school heads in the 38 education systems covered by this report, including:

- Teachers' statutory and actual salaries.
- Teachers' allowances and other additional payments.
- School heads' statutory and actual salaries.
- School heads' allowances and other additional payments.

The data come from the Eurydice-NESLI joint data collection on teachers' and school heads' salaries and allowances. Code **a** (-) means not applicable and code **m** (:) data not available.

Teachers' salaries

Teachers' statutory salaries

The first section shows the annual gross statutory salaries (EUR) of teachers in public schools for the reference year 2019/20, including:

- The salary range for teachers with the minimum qualification by education level (namely the starting salary, the salary after 10 and 15 years and the salary at the top of the salary range), the average number of years' service needed to reach the top and the proportion of teachers paid on this salary range.

- The salary range for teachers with a higher qualification when they represent the largest proportion of the teacher population at a given education level. It also includes the starting salary, the salary after 10 and 15 years and at the top of the salary range, the average number of years' service needed to reach the top and the proportion of teachers paid on this salary range. When most of teachers at a certain education level hold the minimum qualification, the cells in this table are blank.
- The authority level determining the statutory salaries (see Part III for the definitions):
 1. Central/state government or top-level authorities;
 2. Provincial/regional/sub-regional/inter-municipal authorities or government;
 3. Local government/authorities/municipalities;
 4. School level authorities;
 5. More than one authority level;
 6. Collective agreement.
- The source of the information and other explanatory notes on the methodology and on how to interpret the data.

Teachers' actual salaries

The section below shows the weighted average annual gross salaries (EUR) of teachers aged between 25 and 64, including allowances and other additional payments. The data is broken down by education level, age and gender. The reference year is generally 2019/20 although for some countries data refers to 2018/19. The source of the data and the notes explaining the methodology used for the calculations are also indicated.

Teachers' allowances and other additional payments

The allowances and other additional payments that teachers may receive are classified in four groups:

- Allowances related to other tasks and responsibilities of teachers;
- Allowances related to teachers' qualifications, training and performance;
- Allowances related to teaching conditions;
- Other criteria.

For each allowance, the table shows:

- The authority level determining the amount of the allowance and the entitlement criteria. The abbreviations refer to the list of authority levels described above.
- The nature of the compensation. The abbreviations used correspond to the following categories:
 1. Defined as percentage of statutory base salary paid to teachers;
 2. Regular additional payments;
 3. Incidental/occasional additional payments (i.e. a lump sum that is paid only once);
 4. Progression in the salary range (e.g. step increment or a higher coefficient).
- Whether the allowance applies to all or only some education levels.
- The explanatory notes including the amount of the allowance and how it is calculated.

School heads' salaries

School heads' statutory salaries

The annual gross statutory salaries (EUR) of school heads (SH) in public schools refer to 2019/20. The first part shows the minimum qualification necessary to apply for a headship. The second part shows the salary range, which can be broken down into two or three salary ranges when a distinction is made between types or sizes of school:

1. The single or the lowest salary range (when more than one): including the minimum and maximum points on the range and the proportion of school heads paid on this salary range. In education systems where there are more than one salary range depending on the type or size of the school, this table shows the pay range with the lowest minimum salary. In the other education systems, the (single) salary range is displayed here.
2. The highest salary range: in education systems where there are more than one salary range depending on the type or size of the school, this table shows the pay range with the highest minimum salary. In the other education systems, this table is blank.
3. The most prevalent salary range: it refers to a salary range other than those described above that applies to the largest proportion of school heads where applicable.

The third part describes the authority level determining the statutory salaries (see Part III for the definitions), the source of the information and other explanatory notes on the methodology and on how to interpret the data.

School heads' actual salaries

The section below shows the weighted average annual gross salaries (EUR) of school heads aged between 25 and 64, including allowances and other additional payments. The data is broken down by education level, age and gender. The reference year is generally 2019/20 although for some countries data refer to 2018/19. The source of the data and the notes explaining the methodology used for the calculations are also indicated.

School heads' allowances and other additional payments

The allowances and other additional payments that teachers may receive are classified in four groups:

- Allowances related to other tasks and responsibilities of school heads;
- Allowances related to school heads' qualifications, training and performance;
- Allowances related to working conditions;
- Other criteria.

For each allowance, the table shows:

- The authority level determining the amount of the allowance and the entitlement criteria. The abbreviations are the same as for teachers (see above).
- The nature of the compensation. The abbreviations are the same as for teachers.
- Whether the allowance applies to all or only some education levels.
- The explanatory notes including the amount of the allowance and how it is calculated.

French Community of Belgium Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Pre-primary Teacher Bachelor degree (ISCED 6)	32 010	40 021	45 056	55 126	99 %	27
ISCED 1	Primary Teacher Bachelor degree (ISCED 6)	32 010	40 021	45 056	55 126	92 %	27
ISCED 24	Bachelor degree (ISCED 6) + Lower secondary teaching diploma (AESI = <i>Agrégation de l'enseignement secondaire inférieur</i>)	32 010	40 021	45 056	55 126	84 %	27
ISCED 34	Bachelor degree (ISCED 6) + Lower secondary teaching diploma (AESI = <i>Agrégation de l'enseignement secondaire inférieur</i>)	37 442	45 548	50 583	60 653	7 %	27

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	Teaching Master degree (ISCED 7) or Master and upper secondary teaching diploma (AESS = <i>Agrégation de l'enseignement secondaire supérieur</i>)	39 817	50 747	57 869	69 740	81 %	25

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

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

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	45 634	36 500	42 908	50 744	54 621	41 457	45 762
ISCED 1	44 623	36 695	43 793	50 739	54 070	45 502	44 443
ISCED 24	43 463	36 887	43 412	48 993	53 052	43 239	43 562
ISCED 34	55 100	44 206	52 284	59 566	64 869	54 760	55 287

Source

Ministry of the French Community of Belgium: payroll file

Explanatory notes

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

French Community of Belgium Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	Lessons in addition to a full time schedule (= ancillary function) represent only 0.0035% of total hours worked at ISCED levels 02, 1, 24 and 34. Additional teaching hours are paid on the minimum salary scale and don't entitle to holiday benefits nor to 13 month benefits.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Incidental payment	All	Teachers who supervise and support a student teacher during an internship can receive an amount that varies depending on the education level: - €2.61 per period (of 50 minutes) if the teacher student is a trainee at ISCED 02, 1 or 2, with a maximum of 40 days per year and per teacher. - €3.86 per period (of 50 minutes) if the teacher student is a trainee at ISCED 3, with a maximum of 160 days per year and per teacher.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	02, 1, 24	Teachers at ISCED 02, 1 and 24 who, in addition to the minimum qualification (bachelor), hold a master's degree in educational science, are paid at scale 501 (the most common scale at ISCED 34) instead of the scale 301. At the beginning of career, they are paid €39 817 instead of €32 010 (scale 301).
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Ministry of the French Community of Belgium

French Community of Belgium School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Bachelor degree (ISCED 6) at least + a pedagogical diploma + 3 years in service are required (but this last condition is no longer mandatory if there are no candidates and if a second call for candidates is needed)
ISCED 1	Bachelor degree (ISCED 6) at least + a pedagogical diploma + 3 years in service are required (but this last condition is no longer mandatory if there are no candidates and if a second call for candidates is needed)
ISCED 24	Bachelor degree (ISCED 6) at least + a pedagogical diploma + 3 years in service are required (but this last condition is no longer mandatory if there are no candidates and if a second call for candidates is needed)
ISCED 34	Bachelor degree (ISCED 6) at least + a pedagogical diploma + 3 years in service are required (but this last condition is no longer mandatory if there are no candidates and if a second call for candidates is needed)

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 72 pupils	36 473	65 196	17 %
ISCED 1	Less than 72 pupils	36 473	65 196	3 %
ISCED 24	Schools organising only lower secondary education	41 017	69 740	84 %
ISCED 34	Schools organising lower and upper secondary education	52 138	83 209	81 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	210 pupils or more	41 017	69 740	50 %
ISCED 1	210 pupils or more	41 017	69 740	68 %
ISCED 24	a	a	a	a
ISCED 34	a	a	a	a

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ministry of the French Community of Belgium: legal framework for salary scale

Explanatory notes

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

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	64 309	49 170	55 531	65 017	68 602	61 506	64 385
ISCED 1	65 675	46 226	58 501	65 800	69 407	65 952	65 502
ISCED 24	66 555	42 800	62 031	67 044	71 076	68 026	64 422
ISCED 34	79 753	a	68 508	77 857	82 006	79 763	79 741

Source

Ministry of the French Community of Belgium: payroll database

Explanatory notes

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

French Community of Belgium

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Ministry of the French Community of Belgium

German-speaking Community of Belgium Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ITE – Bachelor degree (ISCED 6/EQF level 6)	34 746	43 467	47 356	56 151	95 %	24
ISCED 1	ITE – Bachelor degree (ISCED 6/EQF level 6)	34 746	43 467	47 356	56 151	95 %	24
ISCED 24	ITE – Bachelor degree with teaching qualification (ISCED 6/EQF level 6)	34 746	43 467	47 356	56 151	52 %	24
ISCED 34	Master with Teaching Qualification (ISCED 7/EQF level 7)	43 537	55 860	61 280	71 218	61 %	24

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ministry of the German-speaking Community, Decree of 21 April 2008 on the revaluation of the teaching profession and yearly index

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	45 546	36 978	44 071	53 034	55 197	40 686	45 694
ISCED 1	46 565	37 851	46 003	52 326	55 944	46 786	46 533
ISCED 24	47 911	40 977	47 868	51 554	56 461	47 075	48 268
ISCED 34	53 435	43 697	51 497	58 131	63 764	52 860	53 737

Source

Ministry of the German-speaking Community

Explanatory notes

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German-speaking Community of Belgium Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	24, 34	Coordinating tasks at all levels are usually compensated by a reduction in teaching time (varies from several hours to fulltime exemption). In secondary schools, teachers can become middle managers (half-time coordinating teachers). Their teaching time is reduced and they receive a monthly salary supplement (+/- €318 gross).
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	At all levels, teachers can be required to teach 1 or 2 hours (lessons) more than is required by a full-time contract (20-28 teaching hours) and are not remunerated. Any additional 'extra hours' are paid depending on the statutory status of the teacher.
Student counselling	a	Statutory duty	02, 1	Secondary schools often organize career counselling. The responsible teacher gets a reduction in teaching time or becomes a counsellor when his/her teaching time is reduced at the end of his/her career (age 55 and older). Supervisory tasks are part of kindergarten and primary teachers duties without additional compensation. In secondary schools, educators are responsible for supervisory tasks. Most prevention programmes are led by a psycho-social services.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Incidental payment	All	Teachers and schools that supervise and support a student teacher during an internship receive a yearly supplement depending on the number of hours the student teacher spends in the school and depending on the academic year the student teacher is completing (between €4 and €15 per hour). Other teachers take care of younger colleagues (pedagogical and counselling tasks) when their teaching time at the end of their career is reduced (by 25 %).
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	Some teachers work as mentors at the end of their career (age 55 or older) when they opt for a reduction in teaching time (by 25 %). Mentoring of new kindergarten and primary school teachers is organised by a local university through peer counselling in groups led by lecturers.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	02, 1, 24	Bachelor degree is required for pre-primary, primary and lower secondary school teachers. If these teachers complete in addition a master degree, they will receive a salary that is defined for upper secondary school teachers for whom master degree is required.
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

K.E. of 22 March 1969 laying down the Staff Regulations of Community Education Personnel

Decree of 14 December 1998 establishing the status of subsidized personnel in the subsidized free education system and the subsidized free psycho-medico-social centre

Decree of 29 March 2004 establishing the status of subsidized staff of subsidized official education and subsidized official psycho-medical-social centres

K.E. of 15 April 1958 concerning the Salary Regime of the Teaching and Scientific Staff and Similar Personnel of the Ministry of Education

Decree of 6 June 2005 on educational measures 2005

K.E. No. 297 of 31 March 1984 on posts, salaries, wage subsidies and leave for reduced services in education and human resources management centres

Decree of 25 June 2007 on educational measures 2007

German-speaking Community of Belgium School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head

ISCED	Minimum qualification to become a school head
ISCED 02	ITE (bachelor's degree) + special training for school head (to be accomplished in the first 5 years of duty as a school head)
ISCED 1	ITE (bachelor's degree) + special training for school head (to be accomplished in the first 5 years of duty as a school head)
ISCED 24	Bachelor degree + special training for school head (to be accomplished in the first 5 years of duty as a school head)
ISCED 34	Bachelor degree + special training for school head (to be accomplished in the first 5 years of duty as a school head)

Single or lowest salary range (when more than one)

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	43 101	71 218	100 %
ISCED 1	All schools	43 101	71 218	100 %
ISCED 24	Schools with less than 600 pupils	83 563	91 267	50 %
ISCED 34	Schools with less than 600 pupils	83 563	91 267	50 %

Highest salary range

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	Schools with more than 600 pupils	86 547	94 251	50 %
ISCED 34	Schools with more than 600 pupils	86 547	94 251	50 %

Most prevalent range (when none of the above)

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

Authority level determining the statutory salaries of school heads

ISCED	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

N.E. of 27 June 1974 fixing the salary scales applicable as from 1 April 1972 to members of the managerial, teaching, pedagogical and paramedical staff of State educational establishments, to members of the inspection service responsible for the inspection of such establishments, to members of the inspection service for distance education and subsidised primary education, and fixing the salary scales for the staff of State psycho-medical and social centres

K.E. of 22 March 1969 laying down the status of civil servants applicable to members of the teaching profession

Decree of 14 December 1998 establishing the status of subsidized personnel in the subsidized free education system and the subsidized free psycho-medico-social centre

Decree of 29 March 2004 laying down the status of subsidized staff of subsidized official education and subsidized official psycho-medical-social centres

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

ISCED	School heads					Male school heads		Female school heads	
	aged 25-64	aged 25-34	aged 35-44	aged 45-54	aged 55-64	aged 25-64	aged 25-64		
ISCED 02	m	m	m	m	m	m	m		
ISCED 1	m	m	m	m	m	m	m		
ISCED 24	m	m	m	m	m	m	m		
ISCED 34	m	m	m	m	m	m	m		

Source

Data not available

Explanatory notes

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German-speaking Community of Belgium School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Ministry of the German-speaking Community

Flemish Community of Belgium Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor for education: pre-primary (ISCED 6)	33 061	41 457	46 673	57 105	100 %	27
ISCED 1	Bachelor for education: primary (ISCED 6)	33 061	41 457	46 673	57 105	100 %	27
ISCED 24	Bachelor for education: secondary education (ISCED 6)	33 061	41 457	46 673	57 105	92 %	27
ISCED 34	Bachelor for education: secondary education (ISCED 6)	33 061	41 457	46 673	57 105	25 %	27

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	Master (ISCED 7) in the specified content of the course and certificate of teaching competence	41 246	52 568	59 946	72 244	72 %	25

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Decisions of the Flemish government.

<https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1000252¶m=inhoud&ref=search&AVIDS=https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1000266¶m=inhoud&ref=search&AVIDS=https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1024254¶m=inhoud&ref=search&AVIDS=>

Explanatory notes

In the Flemish Community of Belgium, there are 'required', 'sufficient' and 'other' qualifications. 'Sufficient' qualifications in secondary education do not require specialisation on a specific subject. The reported data refer to the 'required' qualifications, but pay scales are similar. For the calculation of the 'Proportion of teachers paid according to this salary range', both full-time and part-time teachers are included.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	47 024	38 576	46 074	54 603	56 722	ISCED 02	42 628	47 166
ISCED 1	46 582	38 310	46 284	53 820	56 261	ISCED 1	47 084	46 478
ISCED 24	46 590	38 588	46 478	53 094	55 946	ISCED 24	45 965	46 873
ISCED 34	55 965	44 236	54 412	63 042	66 637	ISCED 34	55 743	56 097

Source

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

Explanatory notes

Actual salary figures refer to full-time teachers of general subjects with required qualifications aged 25 to 64 in public and government-dependent private regular pre-primary, primary and general secondary schools in January 2020.

Flemish Community of Belgium

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	Maximum: 140 % of the basic salary
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	All	From €45.82173 to €137.488 per month for the successful completion of specific education leading to certain certificates and diplomas
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Decision of the Flemish government <https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1013833¶m=inhoud&ref=search&AVIDS=>

Flemish Community of Belgium School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Professional bachelor (ISCED 6) and certificate of teaching competence
ISCED 1	Professional bachelor (ISCED 6) and certificate of teaching competence
ISCED 24	Professional bachelor (ISCED 6) and certificate of teaching competence
ISCED 34	Master (ISCED 7) and certificate of teaching competence

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	48 947	72 991	100 %
ISCED 1	a	48 947	72 991	100 %
ISCED 24	Less than 120 regular pupils	44 384	72 245	2 %
ISCED 34	Less than 83 regular pupils or less than 120 regular pupils depending on grades in school (83: only pupils in year/grade 1 to 4; 120: also pupils from year/grade 5 or 6)	54 010	86 196	0 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	More than 120 regular pupils	48 947	72 991	98 %
ISCED 34	More than 83 regular pupils or more than 120 regular pupils depending on grades in school (83: only pupils in year/grade 1 to 4; 120: also pupils from year/grade 5 or 6)	57 131	88 129	100 %

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Decisions of the Flemish government

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

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

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

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	68 990	56 298	63 604	70 659	72 624	69 667	68 599
ISCED 1	68 990	56 298	63 604	70 659	72 624	69 667	68 599
ISCED 24	73 663	58 362	68 172	75 969	77 318	73 961	73 302
ISCED 34	82 698	65 101	75 683	84 723	86 952	83 129	82 208

Source

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

Explanatory notes

Actual salary figures refer to full-time school heads aged 25 to 64 in public regular pre-primary, primary and general secondary schools in January 2020.

Flemish Community of Belgium School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Top level	Regular additional payment	All	Allowances for general director ('algemeen directeur'), coordinating director ('coördinerend directeur') or director coordinator ('directeur coördinateur') in school clusters/groups of schools: min €7 07.3322 per month and max €990.2637 per month
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	All	Different fixed amounts according to different qualifications: min €45.82173 per month; max €137.488 per month. School heads that got the qualification after 1 September 2010 do not get the allowances anymore. If they got it before 1 September 2010, the allowance can still be granted.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Decisions of the Flemish government and decrees. <https://codex.vlaanderen.be/Zoeken/Document.aspx?DID=1013833¶m=inhoud&ref=search&AVIDS=>

Bulgaria Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6 The position 'teacher' in a kindergarten can be occupied by individuals that have acquired higher education and professional qualification 'Kindergarten teacher'. The professional qualification 'Teacher' can be awarded at Institutions for Higher Education by students following Bachelor or higher degree programmes.	6 657	7 323	7 689	m	m	m
ISCED 1	ISCED 6 The position 'teacher' in a school can be occupied by individuals that have acquired higher education and professional qualification 'Teacher'. The professional qualification 'Teacher' can be acquired at Institutions for Higher Education by students following Bachelor or higher degree programmes.	6 657	7 323	7 689	m	m	m
ISCED 24	ISCED 6 The position 'teacher' in a school can be occupied by individuals that have acquired higher education and professional qualification 'Teacher'. The professional qualification 'Teacher' can be acquired at Institutions for Higher Education by students following Bachelor or higher degree programmes.	6 657	7 323	7 689	m	m	m
ISCED 34	ISCED 6 The position 'teacher' in a school can be occupied by individuals that have acquired higher education and professional qualification 'Teacher'. The professional qualification 'Teacher' can be acquired at Institutions for Higher Education by students following Bachelor or higher degree programmes.	6 657	7 323	7 689	m	m	m

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ordinance № 4/2017 for the work rate and remuneration

https://www.mon.bg/upload/21755/nrdb4_2017izm24012020_zaplahstane-truda.pdf

Ordinance 15/2019 for the statute and the professional development of the teachers, heads of schools and other pedagogical staff https://www.mon.bg/upload/20374/nrdb15_22072019_statut_uchiteli.pdf

Collective agreement 2018 http://www.mon.bg/upload/18557/ktid_d01-100_110618.pdf

Explanatory notes

Straightforward data, available at the national level, provided by the legislative documents. There are applied also assumptions. Regulations only set the minimum salary for the three stages of a teacher's

career, i.e. teacher, senior teacher and chief teacher. The salary after 10 years corresponds to the salary of senior teachers, and the salary after 15 years corresponds to the salary of chief teachers. Teachers could be promoted to these positions after they meet specific requirements.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

Data not available

Explanatory notes

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Bulgaria

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Collective agreement	Incidental payment	All	For covering a position – in addition min 70 % of the basic salary of the covered employee
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	All	For teaching extra hours incl. for students that need learning support depending on the educational qualification degrees of the teacher min BGN 5.40 – 6.00 – 7.20/hour
Student counselling	Collective agreement	Regular additional payment	All	For the pedagogical specialists in Centers for personal development support – min BGN 15/month
Running extracurricular activities	Collective agreement	Regular additional payment	All	For full day organisation of the school day – min BGN 18/month
Providing support or training for other teachers	Collective agreement	Regular additional payment	All	For organising and keeping updated the obligatory school documentation, depending of the activity – min BGN 30/month or min BGN 60/year
Form teacher / tutor responsibilities	Collective agreement	Regular additional payment	All	Min BGN 36/month
Supporting mentoring / induction programmes	Collective agreement	Regular additional payment	All	For mentoring – BGN 60/month up to 1 year
Other	Collective agreement	Incidental payment	All	For participation in evaluation/assessment within Pupils Olympiads, competitions, national external evaluation or examination of pupils the rates per hour as overtime

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	For a PhD degree between BGN 130 and 160. For teaching a subject in a foreign language – minimum BGN 30.
Successful completion of CPD	Collective agreement	Regular additional payment	All	The regulations established the exact amounts – between min BGN 30 and 90 depending on the level of the professional qualification degree: V Professional qualification degree (PQD) minimum BGN 30, IV PQD min BGN 35, III PQD min BGN 50, II PQD min BGN 70 and I PQD min BGN 90.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Collective agreement	Regular additional payment	All	Not less than BGN 30 for work with pupils with special educational needs
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	Regular additional payment	All	For work under specific conditions, paid to the staff in the boarding schools providing education depending on the kind of the school – not less than 10% – 12% and 20% of the minimum basic salary for the resp. position. For work in Centres for special educational support – not less than 10% of the minimum basic salary for the respective position.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Collective labour agreement http://www.mon.bg/upload/18557/kt_d01-100_110618.pdf

Bulgaria School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Ordinance 15/2019 for the statute and the professional development of the teachers, heads of schools and other pedagogical staff sets that Head of school position can be occupied by individuals acquired higher education with educational qualification degree 'Master' and with not less than 5 year teaching experience.
ISCED 1	Ordinance 15/2019 for the statute and the professional development of the teachers, heads of schools and other pedagogical staff sets that Head of school position can be occupied by individuals acquired higher education with educational qualification degree 'Master' and with not less than 5 year teaching experience.
ISCED 24	Ordinance 15/2019 for the statute and the professional development of the teachers, heads of schools and other pedagogical staff sets that Head of school position can be occupied by individuals acquired higher education with educational qualification degree 'Master' and with not less than 5 year teaching experience.
ISCED 34	Ordinance 15/2019 for the statute and the professional development of the teachers, heads of schools and other pedagogical staff sets that Head of school position can be occupied by individuals acquired higher education with educational qualification degree 'Master' and with not less than 5 year teaching experience.

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Basic school (preparatory groups + I – IV grade)	8 185	8 670	a
ISCED 1	Basic school (I – VII grade)	8 921	12 885	a
ISCED 24	Secondary school (I – XII grade)	10 216	13 228	a
ISCED 34	Secondary and vocational school (VIII – XII grade)	8 670	13 228	a

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Local authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ordinance 15/2019 for the statute and the professional development of the teachers, heads of schools and other pedagogical staff

https://www.mon.bg/upload/20374/nrd15_22072019_statut_uchiteli.pdf

Ordinance ПД09-118 dated 21.01.2020 of the Minister of education and science for adoption of Rules for determining the salaries of the heads of the municipal and state schools and other units within the educational system https://www.mon.bg/upload/21725/zap118_21012020_zaplata-direktori.pdf

Explanatory notes

Straightforward data, available at the national level, provided by the legislative documents. There are applied also assumptions.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

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

Source

Data not available

Explanatory notes

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Bulgaria

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Top level	Incidental payment	All	For organisation, management and monitoring of professional training – up to 2 basic salaries per year
Working overtime	Top level	Regular additional payment	All	In the gross salary is included additional allowances for extra hours over the obligatory teaching minimum
Student counselling	a	a	All	
Running extracurricular activities	Top level	Incidental payment	All	For organising extracurricular activities in groups – up to 10 groups BGN 20, b/n 11-20 groups – BGN 30, 20 and over groups – BNG 40 paid based on real spent extra hours
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	All	In the gross salary is included additional allowances for organising and monitoring national external evaluation and also for teaching in foreign language

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	All	For professional qualification degree, depending on the degree – up to BGN 100/month
Successful completion of CPD	Top level	Regular additional payment	All	For PhD degree BNG 130/BGN 160/month
Outstanding performance	Top level	Progression in pay range	All	The amount of the management allowance depends on school heads' performance and achieved results. It is given based on differentiated payment. In addition, a one-off award can be given in amount up to one basic salary.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Top level	Regular additional payment	All	Additional payment is allowed for working with pupils with special educational needs. Otherwise, there is a separate scale for basic statutory salary for heads of special schools. For organisation of activities related especially to pupils with special educational needs in specialised and non-specialised schools, for up to 10 pupils – BNG 35/month, b/n 11-20 pupils – BGN 47/month and 20 and over – BNG 60/month, paid based on real spent extra hours.
Schools in disadvantaged, remote or high-cost areas	a	a	All	Refunding up to certain limit of the expenditures for rent if the school is located in specific locations and if the head of school teaches in classes and thus is considered a pedagogical specialist.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	Refunding up to certain limit of the expenditures for travel if the school is in a place outside the place of residence and if the head of school teaches in classes and thus is considered a pedagogical specialist.

Source

Ordinance ПД09-118 dated 21.01.2020 of the Minister of education and science for adoption of Rules for determining the salaries of the heads of the municipal and state school and other units within the educational system https://www.mon.bg/upload/21725/zap118_21012020_zaplai-direktori.pdf

Czechia

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Certificate on completing upper secondary education with <i>Maturita</i> examination in a field aimed specially at pre-primary school teacher training (ISCED 354)	12 792	13 245	13 563	15 105	100 %	32
ISCED 1	Master's degree (ISCED 746 or 747) and pedagogical qualification	13 608	14 470	15 105	17 826	100 %	32
ISCED 24	Master's degree (ISCED 746 or 747) and pedagogical qualification	13 608	14 515	15 150	17 963	100 %	32
ISCED 34	Master's degree (ISCED 746 or 747) and pedagogical qualification	13 608	14 515	15 150	17 917	100 %	32

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

The annual gross statutory salary is calculated combining two different salary tables from the Government Regulation on Pay Terms of Employees in Public Services and Administration, one valid from September 2019 to December 2019 (4 months in school year 2019/20) and the second from January 2020 to August 2020 (8 months in school year 2019/20).

Salary tables consist of 6 pay categories (8th-10th for pre-primary teachers, 11th-13th for primary and secondary teachers) depending on complexity, responsibility and demandingness of the work they perform, and 7 pay grades according to the length of professional experience (0-2 years, 2-6 years, 6-12 years, 12-19 years, 19-27 years, 27-32 years, 32+ years). Teachers are placed to the 10th pay category (pre-primary teachers) and to the 13th pay category (primary and secondary teachers) only on exceptional circumstances (usually school counsellors with completed prescribed qualification).

The reported statutory salaries are estimates combining the salary tables with data on number of teachers in each pay category and pay grade according to the database ISS 2018 and ISS 2019 (reference year 2018/19).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	14 986	13 767	14 538	15 407	15 719	15 184	14 538
ISCED 1	18 052	15 851	17 121	18 629	19 420	17 399	17 524
ISCED 24	17 935	15 917	17 199	18 742	19 626	17 399	17 407
ISCED 34	18 594	16 420	17 491	18 960	19 848	18 129	18 008

Source

Information system of salaries in the public sector of the Ministry of Finance (ISS), database 'Information system of salaries in the public sector'

Explanatory notes

The percentage of teachers for the reference year 2018/19 is calculated from the ISS databases for 2018 and 2019.

Czechia

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	% of salary	All	Leadership of other employees set in the percentage of the highest salary step in the given category: 5-50 % according to the level of leadership. The school head sets the criteria for assigning the exact amount.
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	An allowance for direct teaching above a specified range for teachers is equal to a double of the hourly average earnings for every hour of direct teaching.
Student counselling	More than one	Regular additional payment	1, 24, 34	School prevention specialist in the area of social-risky behaviour prevention is entitled to CZK 1 000-2 000 monthly (further qualification required). School head decides on exact amount. School counsellor performing specialized methodical and complex counselling activities provided that he/she has fulfilled the further qualification defined by law is entitled to progression to higher salary category (see below).
Running extracurricular activities	More than one	% of salary	All	Individual allowances can be paid for performing additional tasks such as administration of a school library, checking school materials, organising school competitions, mentoring and support for other teachers. The individual allowance can amount to 50 % (in some cases up to 100 %) of the pay rate of the highest pay grade of the pay category. The exact amount is within the discretion of the school head.
Providing support or training for other teachers	More than one	% of salary	All	Teachers can also get the individual allowance (see above) for supporting other teachers.
Form teacher / tutor responsibilities	More than one	Regular additional payment	1, 24, 34	Allowance for a 'class teacher': CZK 500-1 300 monthly. School head sets the criteria for assigning the exact amount.
Supporting mentoring / induction programmes	More than one	% of salary	All	Teachers can also get the individual allowance (see above) for mentoring new teachers.
Other	More than one	Incidental payment	All	Remuneration for the successful completion of an extraordinary or exceptionally important work task. School head decides on exact amount.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	More than one	Regular additional payment	1, 24, 34	Performance of specialized activities requiring further qualifications, such as coordination in the area of ICT, developing and coordination of the School Education Programmes, prevention of social-risky behaviour, performing specialized activities in the area of environmental education, specialised activities of SEN specialist in school speech therapy, and specialised activities related to the spatial orientation of visually disabled children and pupils, is awarded by the allowance of CZK 1 000-2 000 monthly. The school head sets the criteria for assigning the exact amount. The weekly direct teaching activity of a teacher who teaches ICT is reduced by 1 to 5 lessons, depending on the school size.
Outstanding performance in teaching	More than one	% of salary	All	The individual allowance can also be paid for the continuing excellent performance at work. The teacher performance is evaluated by the school head.
Other	More than one	Progression in pay range	1, 24, 34	Specialised methodological activity in the area of pedagogy and psychology which requires further qualification – study for school counsellors. The position allows to progress to higher salary category (from 12 to 13). The extent of weekly direct teaching activity of teachers who perform the function of a school counsellor is reduced by 1-5 lessons a week, depending on the school size.

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	More than one	% of salary	All	The individual allowance (see above) can also be granted for teaching in classes integrating pupils with special needs. Teachers working with students with special educational needs in special schools, classes or groups may get a monthly allowance of CZK 750-2 500. School head sets the criteria for assigning the exact amount.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	More than one	Regular additional payment	1, 24, 34	Teachers working in classes with pupils of different age: CZK 750-2 500 monthly. School head sets the criteria for assigning the exact amount.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	There are no teachers allowances related to the family status. According to general legislation, however, teacher as every citizen can apply for child benefits – the criteria are based on family income.
Other	More than one	Incidental payment	All	There is also possibility to grant employee a special pay (pay completely outside the salary system) to appraise their work by the employer, e.g. at an anniversary.

Source

Labour Code (Sb. 262/2006); Government Regulation on Pay Terms of Employees in Public Services and Administration (Sb. 341/2017); Guidelines of the MEYS for Remuneration of the Educational Staff and other Employees of Schools and Schools Facilities and their Assorting into Salary Categories based on Work Catalogue (Internal Regulation of the Ministry); Government Regulation on Determination of Direct Educational, Special Needs, and Educational and Psychological Activities of Pedagogical Staff (Sb.75/2005)

Czechia School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	13 200	15 695	100 %
ISCED 1	All schools	13 699	18 598	100 %
ISCED 24	All schools	13 699	18 598	100 %
ISCED 34	All schools	13 699	18 643	100 %

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

1) Government Regulation on Pay Terms of Employees in Public Services and Administration (Sb. 341/2017) (<https://aplikace.mvcr.cz/sbirka-zakonu/>)

2) Information system of salaries in the public sector of the Ministry of Finance (ISS)

Explanatory notes

The annual gross statutory salary is calculated combining two different salary tables from the Government Regulation on Pay Terms of Employees in Public Services and Administration, one valid from September 2019 to December 2019 (4 months in school year 2019/20) and the second from January 2020 to August 2020 (8 months in school year 2019/20).

School heads can be assigned to 5 pay categories (9th-11th for pre-primary school heads, 12th-13th for primary and secondary school heads) and 7 pay grades according to the length of their professional experience (0-2 years, 2-6 years, 6-12 years, 12-19 years, 19-27 years, 27-32 years, 32+ years).

The reported statutory salaries are estimates combining the salary tables with data on number of school heads in each pay category and pay grade according to the database ISS 2018 and ISS 2019 (reference year 2018/19). The reported salaries do not include the management allowance that all school heads receive, which can amount to between 15 % and 60 % of the highest grade for each pay category.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64		Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	21 017	18 469	19 404	21 227	21 734	ISCED 02	21 682	20 386
ISCED 1	27 737	23 101	25 368	27 744	29 190	ISCED 1	27 696	26 509
ISCED 24	27 737	23 101	25 368	27 744	29 190	ISCED 24	27 696	26 509
ISCED 34	29 482	24 834	26 097	29 221	30 997	ISCED 34	28 921	28 237

Source

Information system of salaries in the public sector of the Ministry of Finance (ISS)

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

Explanatory notes

Estimated data. Basic schools include primary and lower secondary education. Therefore, salaries for the ISCED level 1 and 24 are the same.

It is not possible to separate lower grades of multi-years *gymnazia* (ISCED 24) and vocational programmes of secondary education (ISCED 35), thus they are included in upper secondary (ISCED 34).

Czechia School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	More than one	% of salary	All	Leadership of other employees set in the percentage of the highest salary step in the given category: 5-60 % according to the level of leadership.
Working overtime	Top level	% of salary	All	Overtime pay for work above the statutory weekly working hours is at least 25 % of the average hourly earnings.
Student counselling	More than one	Regular additional payment	1, 24, 34	School prevention specialist in the area of social-risky behaviour prevention is entitled to CZK 1 000-2 000 monthly (further qualification required). School head decides on exact amount. School counsellor performing specialized methodical and complex counselling activities provided that he/she has fulfilled the further qualification defined by law is entitled to progression to higher salary category (see below).
Running extracurricular activities	More than one	% of salary	All	Individual allowances can be paid for performing additional tasks such as administration of a school library, checking school materials, organising school competitions, mentoring and support for other teachers. The individual allowance can amount to 50 % (in some cases up to 100 %) of the pay rate of the highest salary grade of the salary category in which the person is assigned.
Providing support or training for other teachers	More than one	% of salary	All	School heads can also get the individual allowance (see above) for supporting other teachers.
Form teacher / tutor responsibilities	More than one	Regular additional payment	1, 24, 34	Allowance for a 'class teacher': CZK 500-1 300 monthly.
Supporting mentoring / induction programmes	More than one	% of salary	All	School heads can also get the individual allowance (see above) for mentoring new teachers.
Other	More than one	Incidental payment	All	Remuneration for successful completion of an extraordinary or exceptionally important work task.

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	More than one	Regular additional payment	1, 24, 34	Performance of specialized activities requiring further qualifications, such as coordination in the area of ICT, developing and coordination of the School Education Programmes, prevention of social-risky behaviour, performing specialized activities in the area of environmental education, specialised activities of SEN specialist in school speech therapy, and specialised activities related to the spatial orientation of visually disabled children and pupils: CZK 1 000-2 000 monthly. The weekly direct teaching activity of a teacher who teaches ICT is reduced by 1 to 5 lessons, depending on the school size.
Outstanding performance	More than one	% of salary	All	The individual allowance can also be paid for the continuing excellent performance at work. School heads' performance is evaluated by the statutory authority, namely the local or regional authority.
Other	Top level	Progression in pay range	1, 24, 34	Specialised methodological activity in the area of pedagogy and psychology which requires further qualification – study for school counsellors. The position allows to progress to higher salary category (from 12 to 13). The extent of weekly direct teaching activity of teachers who perform the function of a school counsellor is reduced by 1-5 lessons a week, depending on the school size.

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	There are no school heads allowances related to the family status. According to general legislation, however, he or she as every citizen can apply for child benefits – the criteria are based on family income.
Other	More than one	Incidental payment	All	There is also possibility to grant employee a special pay (pay completely outside the salary system) to appraise their work by the employer, e.g. at an anniversary.

Source

The Labour Code (Sb. 262/2006); The Government Regulation on Pay Terms of Employees in Public Services and Administration (Sb. 341/2017); The Guidelines of the MEYS for Remuneration of the Educational Staff and other Employees of Schools and Schools Facilities and their Assorting into Salary Categories based on Work Catalogue (Internal Regulation of the Ministry); The Government Regulation on Determination of Direct Educational, Special Needs, and Educational and Psychological Activities of Pedagogical Staff (Sb.75/2005)

Denmark

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Professional Bachelor's Degree (BA) of Social Education (ISCED 6)	47 040	53 360	53 360	53 360	100 %	10
ISCED 1	Grades 2-7: Professional Bachelor Degree's (BA) of Teacher Education (ISCED 6) Grade 1: Professional Bachelor Degree's (BA) of Social Education (<i>børnehaveklasseledere</i>) (ISCED 6)	54 228	60 199	62 413	62 413	100 %	12
ISCED 24	Professional Bachelor Degree's (BA) of Teacher Education (ISCED 6)	54 504	60 943	63 015	63 015	100 %	12
ISCED 34	Master's Degree (ISCED 7)	51 277	66 638	66 638	66 638	100 %	7

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

The national salary scale and additional national salary regulations decided by collective agreements between the national teacher unions and the national authorities for public employers, i.e. Local Government Denmark (KL) and the Ministry of Finance (Public Sector Innovation). The collective agreement (OK18) sets the framework for the working conditions including salaries for the period of 1 April 2018 to 31 March 2021.

Explanatory notes

The reported salaries for teachers at primary level is a weighted average between teachers at grade 1 (*børnehaveklasse/class 0*) and teachers at grade 2-7 (class 1-6). Teachers at grade 1-7 are the same as at

lower secondary level and their salary is from the same salary scale. The salary for teachers at grade 1 (*børnehaveklasseledere*) is a little lower and regulated by another salary scale. The statutory salaries reported here include only the part of social security and pension scheme contributions paid by the employees.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	52 749	48 301	53 031	54 826	56 065	ISCED 02	51 505	52 862
ISCED 1	64 032	58 745	64 072	65 447	67 024	ISCED 1	63 679	64 163
ISCED 24	64 457	59 081	64 652	66 039	67 824	ISCED 24	64 120	64 606
ISCED 34	75 989	64 061	75 469	80 261	82 975	ISCED 34	76 596	75 456

Source

Data for ISCED 02, 1+2 is from National statistical database for Danish municipalities and regions (Kommunernes og Regionernes Løndatakontor) <https://www.krl.dk/#/sirka>.

Data for ISCED 34 (Upper secondary – general) is from the national statistical database ISOLA (Agency for Modernisation – Ministry of Finance – <https://isola.modst.dk>

Info: <https://modst.dk/systemer/personalestatistik/brugervejledninger/>

Explanatory notes

The reported actual salaries refer to all teachers by ISCED level. The part of pension contributions paid by employers has been excluded.

Denmark

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	Regular additional payment	All	At primary and lower secondary level where the teacher who handles the deputy function at schools where no deputy is employed is granted a supplement of DKK 15 400. At upper secondary level (ISCED 34), the job as deputy school leader is regulated by special collective agreement like the agreement for school leaders. The salary for deputy school leaders will typically be higher than the top salary for teachers, but lower than the principal's salary. The highest ranked management posts, where teachers participate in management, i.e. deputy school leader or head of department, are compensated with additional pay and regulated by collective agreements. A larger number of teachers with subordinate management tasks such as project managers, managers of professional groups will typically be compensated with time reduction and/or additional payment. Decision on this is typically taken at the local school level by the school leader.
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	More than one	Regular additional payment	1, 24, 34	The collective agreement stipulates that the municipality/school management at ISCED levels 1 and 2, and the school management at ISCED 34, will decide on these allowances.
Running extracurricular activities	a	a	All	This task is not typically carried out by the schools, but instead it is local sports/game/drama-clubs/organizations that organize these events/activities.
Providing support or training for other teachers	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on these allowances. At ISCED levels 01, 1 and 24, an additional payment of DKK 10 000 can be payed as a 'teaching guidance allowance'.
Form teacher / tutor responsibilities	More than one	Statutory duty	1, 24, 34	At ISCED levels 1 and 2, the municipality/school management can take the specific decisions locally, but there is no additional payment for doing this task. At ISCED 34, it is decided through collective agreement that the school management can take the specific decisions locally.
Supporting mentoring / induction programmes	More than one	Statutory duty	All	At ISCED 02, 1 and 2, the municipality/school management can take the specific decisions locally, but there is typically no additional payment for doing this task, although at some schools extra payment is a possibility. At ISCED 34, it is decided through collective agreement that the school management can take the specific decisions locally. Teachers usually have a reduction in the teaching time although an extra payment may also be possible.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	More than one	Regular additional payment	34	At upper secondary level, the school management may grant an additional payment to teachers having a higher qualification than the minimum.
Successful completion of CPD	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on this allowance.
Outstanding performance in teaching	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on this allowance. The typical compensation nature is regular payments, which teachers can receive through assessment of teaching skills, personal skills etc.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	More than one	Regular additional payment	All	At ISCED 02, 1 and 2, it is decided through collective agreement that the municipality/school management can take the specific decisions locally, but normally no allowance is paid. At ISCED 34, it is to the discretion of the school management.
Teaching in a disadvantaged, remote or high-cost areas	More than one	Regular additional payment	All	The collective agreement stipulates that the municipality/school management at ISCED 02, 1 and 2, and the school management at ISCED 34, will decide on this allowance. The payroll for teachers gives a little higher salary in high-cost areas. In order to attract teachers to areas where it is difficult to attract teachers, a higher salary is sometimes paid. Decisions about this are taken locally.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Collective agreement between teacher unions (eg: BUPL/LC/*Akademikerne*) and national authority for employers (Ministry of Finance [Minister for Public Sector Innovation] and Local Government Denmark (KL))

Denmark School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	There are no formal educational demands. However, it is general practice that school heads have a Professional Bachelor's Degree of Social Education (BA) (ISCED 6).
ISCED 1	School heads are required to have a teaching proficiency, but there are no formal educational demands. However, it is general practice that school heads have a Professional Bachelor's Degree of Education (BA) (ISCED 6).
ISCED 24	School heads are required to have a teaching proficiency, but there are no formal educational demands. However, it is general practice that school heads have a Professional Bachelor's Degree of Education (BA) (ISCED 6).
ISCED 34	Master Degree (ISCED 7)

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public institutions at pre-primary level (ISCED 02)	a	78 491	100 %
ISCED 1	All public institutions at primary level (ISCED 1)	67 758	79 593	100 %
ISCED 24	All public institutions at lower secondary level (ISCED 2). Most public schools include both ISCED 1 + 2, where school heads as teachers perform tasks for both levels.	67 758	79 593	100 %
ISCED 34	All public institutions with general upper secondary programmes (ISCED 34)	a	a	a

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	More than one authority level
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	More than one authority level

Source

Collective agreements at national level and national salary scales:

<https://www.kl.dk/media/17018/o18-6901-overenskomst-for-paedagogisk-uddannet-personale-ansat-i-lederstilling-i-kommunerne.pdf>

<https://modst.dk/media/34204/045-19.pdf>

Explanatory notes

At ISCED 02, 1 and 2, the national salary scale and additional national salary regulations are decided by collective agreements between the national unions and the national authorities for public employers, ie. Local Government Denmark (KL) and the Ministry of Finance (Public Sector Innovation). In addition to the reported statutory salaries, in accordance with the general salary scale in the collective agreement, each head will typically be granted personal bonuses that are decided by local authorities or by collective agreements at local level. These personal bonuses are not included in the reported statutory salaries.

At ISCED 34, the new collective agreement stipulated that as from January 2019 school heads shall not receive a statutory salary but negotiate with the school board a total salary, including allowances.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	68 934	61 648	65 251	69 286	71 118
ISCED 1	91 905	81 754	86 973	92 889	94 048
ISCED 24	91 905	81 754	86 973	92 889	94 048
ISCED 34	m	m	m	m	m

	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	71 439	68 577
ISCED 1	93 498	90 270
ISCED 24	93 498	90 270
ISCED 34	m	m

Source

Data for ISCED 02, 1 and 2 is from National statistical Danish municipalities and regions (Kommunernes og Regionernes Løndatakontor) – <https://www.krl.dk/#/sirka>

Data for ISCED 34 (Upper secondary – general) is from the national statistical database ISOLA (Agency for Modernisation – Ministry of Finance – <https://isola.modst.dk>

Info: <https://modst.dk/systemer/personalestatistik/brugervejledninger/>

Explanatory notes

The reported actual salaries refer to all school heads by ISCED level. The part of pension contributions paid by employers has been excluded.

Data on school heads at ISCED 34 has been reported as missing because of poor data quality in 2020.

Denmark

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	Incidental payment	02, 1, 24	At ISCED 02, 1 and 2, the allowance is usually rewarded with a one-off payment although a regular payment is also possible. At ISCED 34, it is to the discretion of the school board.
Working overtime	Local	Incidental payment	02, 1, 24	At ISCED 02, 1 and 2, local authorities may compensate school heads for overtime with an incidental additional payment. At ISCED34, it is to the discretion of the school board.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	Regular additional payment	02, 1, 24	At ISCED 02, 1 and 2, local authorities may compensate school heads for further formal qualifications with a regular additional payment. At ISCED34, it is to the discretion of the school board (not the local authority).
Successful completion of CPD	Local	Incidental payment	02, 1, 24	At ISCED 02, 1 and 2, local authorities may compensate school heads for the successful completion of CPD activities with an incidental additional payment. At ISCED34, it is to the discretion of the school board (not the local authority).
Outstanding performance	Local	Incidental payment	02, 1, 24	Primary and lower secondary schools must deliver every second year to the municipality's school department a comprehensive description of the quality of the school. Accordingly, a development contract with areas of action to be taken or continued at the school is concluded (typically for 2 years) as well as a performance contract for the school leader. An annual assessment of the results may entitle the school head to get an annual allowance. At ISCED 34, the decision is taken by the school board. Usually, results-based-contracts are negotiated for the school head at the start of the school year. The contract typically states that if the school head fulfils a goal set up by the school board, then the school head will be rewarded with a bonus.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	Statutory duty	All	ISCED 02: In ECEC facilities, all children are enrolled no matter their special needs. ISCED 1 and 2: It is very normal for schools to have students with special educational needs enrolled in mainstream classes, but no extra allowance is granted to the school head for this reason. ISCED 34: Typically, all students at ISCED 34 general programmes have the basic proficiencies/skills to start on the education because there are academic requirements that need to be met in order to be enrolled.
Schools in disadvantaged, remote or high-cost areas	Local	Regular additional payment	All	In order to attract school heads to areas where it is difficult to attract school heads, a higher salary is sometimes paid.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Collective agreement between school head unions (eg. *Akademikeme*, CO10 and LC) and national authority for employers (Ministry of Finance) and Local Government Denmark (KL).

Germany

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Qualification of Kindergarten teacher training programme (3 years, ISCED 6)	m	m	m	m	m	m
ISCED 1	Master of Education or Equivalence (ISCED 7 or 8) plus preparatory service (12-24 months)	51 695	59 953	63 484	68 035	100 %	m
ISCED 24	Master of Education or Equivalence (ISCED 7 or 8) plus preparatory service (12-24 months)	57 311	66 033	69 508	75 176	100 %	m
ISCED 34	Master of Education or Equivalence (ISCED 7 or 8) plus preparatory service (12-24 months)	59 935	68 117	71 880	83 718	100 %	m

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

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

Source

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

Explanatory notes

The statutory salaries represent a weighted average of the data available at *Länder* level for civil servants and include general post allowances where applicable and special annual payments. Holiday pay is included. Since November 2006, a salary scale which is used throughout Germany no longer exists. Therefore, the *Länder* are asked to report the average annual gross statutory and the number of teachers in each category. Weighted means are calculated from the *Länder* data.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	60 792	m	m	m	m	ISCED 1	m
ISCED 24	67 007	m	m	m	m	ISCED 24	m
ISCED 34	70 913	m	m	m	m	ISCED 34	m

Source

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

Explanatory notes

Salaries represent a weighted average of the data available at *Länder* level for civil servants and include general post allowances where applicable and special annual payments. Holiday pay is included. The figures provided for the actual salaries are estimations. In addition to the figures provided, the family allowance must be taken into account for which, however, no data are available. The family allowance varies according to the salary group and the family circumstances of the civil servant. Level 1 relates to the family situation of the civil servant, while levels 2 and above relate to the number of children he or she has. The family allowance also varies across the *Länder*.

Germany

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	1, 24, 34	The family allowance varies according to the salary group and the family circumstances of the civil servant. Level 1 relates to the family situation of the civil servant, while levels 2 and above relate to the number of children he or she has. The family allowance also varies across the <i>Länder</i> .
Other	Top level	Progression in pay range	All	General post allowance for <i>Studienräte</i> in salary group A13. A fixed amount that varies between the <i>Länder</i> . The general post allowance may not exceed 75 per cent of the difference between the final base salary of the salary group the public servant is in and the final base salary of the next higher salary group.

Source

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

Germany

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

Single or lowest salary range (when more than one)

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

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

Source

Data not available

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

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

Source

Data not available

Explanatory notes

-

Germany

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	m	m	All	
Working overtime	m	m	All	
Student counselling	m	m	All	
Running extracurricular activities	m	m	All	
Providing support or training for other teachers	m	m	All	
Form teacher / tutor responsibilities	m	m	All	
Supporting mentoring / induction programmes	m	m	All	
Other	m	m	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	m	m	All	
Successful completion of CPD	m	m	All	
Outstanding performance	m	m	All	
Other	m	m	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	m	m	All	
Schools in disadvantaged, remote or high-cost areas	m	m	All	
Other	m	m	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	m	m	All	
Family status	m	m	All	
Other	m	m	All	

Source

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

Estonia Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Short cycle higher education (ISCED 5 or higher) and pedagogical competences	a	a	a	a	a	a
ISCED 1	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	15 520	a	a	a	m	a
ISCED 24	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	15 520	a	a	a	m	a
ISCED 34	Master degree (ISCED 7) or qualification corresponding to it and teacher qualification according to the qualification frame	15 520	a	a	a	m	a

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Local authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Regulations: Basic Schools and Upper Secondary Schools Act –

<https://www.riigiteataja.ee/en/eli/503062019007/consolide>;

Preschool Child Care Institutions Act –

<https://www.riigiteataja.ee/en/eli/529012018008/consolide>;

Qualification Requirements for Heads of School, Head Teachers, Teachers and Support Specialists –

<https://www.riigiteataja.ee/akt/122012019008?dbNotReadOnly=true>;

The Regulation of Basic Schools and Upper Secondary Schools Teacher Minimum Salary –

<https://www.riigiteataja.ee/akt/112122019004?dbNotReadOnly=true>

Explanatory notes

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

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	14 814	m	m	m	m	m	m
ISCED 1	19 387	m	m	m	m	m	m
ISCED 24	19 387	m	m	m	m	m	m
ISCED 34	19 387	m	m	m	m	m	m

Source

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

Explanatory notes

The total cost of wages of public school teachers and municipal kindergarten teachers is divided by the number of teachers (all ages) in full-time equivalents. Data are based on the average gross salaries in the reference period.

Estonia

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	% of salary	All	
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	
Student counselling	School level	Statutory duty	All	
Running extracurricular activities	School level	Incidental payment	All	
Providing support or training for other teachers	School level	Incidental payment	All	
Form teacher / tutor responsibilities	School level	% of salary	1, 24, 34	Form teachers receive a higher base salary or an additional payment.
Supporting mentoring / induction programmes	School level	% of salary	All	Teachers with mentoring responsibilities receive a higher base salary or an additional payment.
Other	m	m	All	Participating in the preparation of the school development plan.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	School level	Incidental payment	All	Teachers may get rewarded at local and school level. At national level, teachers awarded in the event 'Aasta õpetaja gala' (The Teacher of The Year) get a financial reward.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	1, 24, 34	Schools get additional resources, but the allocation of funds is within the discretion of the school head.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Monetary compensation for performing other tasks is not regulated statutorily. The reported allowances are based on common practice. Information comes from the fiscal and general education department.

Estonia

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Higher education (ISCED 5 or higher) and pedagogical and leadership competencies
ISCED 1	Master degree (ISCED 7) or equivalent qualification and leadership competencies
ISCED 24	Master degree (ISCED 7) or equivalent qualification and leadership competencies
ISCED 34	Master degree (ISCED 7) or equivalent qualification and leadership competencies

Single or lowest salary range (when more than one)

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

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	a
ISCED 1	a
ISCED 24	a
ISCED 34	a

Source

Regulations: Basic Schools and Upper Secondary Schools Act – <https://www.riigiteataja.ee/akt/113032019120>;

Preschool Child Care Institutions Act – <https://www.riigiteataja.ee/en/eli/529012018008/consolide>;

Qualification Requirements for Heads of School, Head Teachers, Teachers and Support Specialists – <https://www.riigiteataja.ee/akt/122012019008?dbNotReadOnly=true>;

Qualification Requirements for Pedagogues of Preschool Child Care Institutions – <https://www.riigiteataja.ee/akt/103092013036?dbNotReadOnly=true>

Explanatory notes

Salaries of school heads are not statutorily defined.

Employment contracts with the heads of municipal schools are concluded by the rural municipality or city mayor or an official authorised by the mayor. Contracts with the heads of state primary and secondary schools are concluded by the minister responsible for the field or an authorised official.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	21 146	m	m	m	m	m	m
ISCED 1	23 842	m	m	m	m	m	m
ISCED 24	23 842	m	m	m	m	m	m
ISCED 34	23 842	m	m	m	m	m	m

Source

State Accounting System

Explanatory notes

The total cost of wages of (all ages) public school heads and municipal kindergarten heads is divided by the number of heads in full-time equivalents. Data are based on the average gross salaries for the reference period.

Estonia

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	m	All	
Working overtime	Local	m	All	
Student counselling	Local	m	All	
Running extracurricular activities	Local	m	All	
Providing support or training for other teachers	Local	m	All	
Form teacher / tutor responsibilities	Local	m	All	
Supporting mentoring / induction programmes	Local	m	All	
Other	Local	m	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	m	All	
Successful completion of CPD	Local	m	All	
Outstanding performance	Local	m	All	
Other	Local	m	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Local	m	All	
Schools in disadvantaged, remote or high-cost areas	Local	m	All	
Other	Local	m	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Allowances are not regulated by law. The information provided represents the common practice.

Ireland Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Major Award at Level 5 on the National Framework of Qualifications or equivalent (ISCED 4)	a	a	a	a	a	a
ISCED 1	Bachelor of Education (pass degree) (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	36 953	51 383	59 688	69 407	m	m
ISCED 24	Bachelor of Education (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	36 953	54 733	59 688	69 407	m	m
ISCED 34	Bachelor of Education (ISCED 6) or Primary Degree and Post Graduate Masters in Education (ISCED 6 and ISCED 7)	36 953	54 733	59 688	69 407	m	m

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

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

Source

Letter 41/2019. Available at:

https://www.education.ie/en/Circulars-and-Foms/Archived-Circulars/c10041_2019.pdf

Department of Education Circular Letter 00033/20. Available at:

https://education.ie/en/Circulars-And-Foms/Archived-Circulars/c10033_2020.pdf

Explanatory notes

Salaries for practitioners in early childhood settings are set by the owners of the settings which are private entities. The only requirement on the settings is that the practitioners are paid at least the national minimum

wage for an experienced adult employee in accordance with the National Minimum Wage Act. Since 1 January 2019, the national minimum wage was €9.80 per hour which increased to €10.10 per hour for an experienced adult worker on 1 January 2020. The salary range for teachers with the minimum qualification is based on the salary scales in place from 1 January 2011.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	58 975	49 529	60 867	69 196	73 747	57 603	59 217
ISCED 24	61 414	47 848	62 220	70 205	73 948	61 123	61 547
ISCED 34	61 414	47 848	62 220	70 205	73 948	61 123	61 547

Source

Department of Education and Skills

Explanatory notes

The reported actual salaries correspond to the average of the second payroll in February 2020 (full-time equivalents).

Ireland

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	1, 24, 34	At ISCED 1, deputy principals of schools with up to 23 teachers have a full complement of teaching duties i.e. responsibility for a mainstream class setting or a cohort of pupils with special educational needs. The allowance for deputy principals at ISCED 1 with teaching duties ranges from €3 769 to €13 051 in accordance with the number of teachers in the school. Schools at ISCED 1 with 24 mainstream teachers or more (i.e. 637 pupils or more) have administrative deputy principals who are not required to have teaching duties. The allowance for deputy principals at ISCED 1 without teaching duties ranges from €13 051 to €18 966. At ISCED 24 and ISCED 34, deputy principals in schools with 1- 400 students have teaching duties which vary in accordance with student enrolment. The allowance for Deputy Principal Teachers with teaching duties at ISCED 24 and 34 ranges from €3 769 to €15 878 in accordance with the teacher Whole Time Equivalents in the school based on student enrolment. For example, deputy principals in schools with student enrolment between 300 and 400 students may have up to 25 % of their time allocated to teaching duties. Deputy principals in schools of more than 400 students (21 teacher Whole Time Equivalents or more) typically do not have teaching duties. The allowance for such Deputy Principals ranges from €17 088 to €27 217 in accordance with the teacher Whole Time Equivalents based on student enrolment. There is a set allowance of €8 520 and €3 769 respectively for assistant principal and special duties teachers at ISCED 1, ISCED 24 and ISCED 34 who have a full complement of teaching duties.
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	1, 24, 34	Teachers may be employed in July provision which is a scheme available to children with autistic spectrum disorders and severe to profound learning disabilities during the month of July when schools are closed for the summer. The scheme operates in two ways, home based provision and school based provision. At ISCED 1, there are two payment options available to permanent qualified primary teachers who are a) Registered in the primary sector and b) Teaching in the primary sector during the July Programme. Option 1: Additional salary to include allowances where payable, and calculated on the basis of each day worked. Option 2: The qualified primary hourly rate for each standard full school day (5 hours and 40 minutes) of the programme, Monday to Friday only. At ISCED 1, the hourly rate for qualified teachers who work in the July provision is €37.67. At ISCED 24 and ISCED 34, there are two payment options available to permanent qualified post primary teachers who are: a) Registered in the post-primary sector and b) Teaching in the post primary sector during the July Programme. Option 1: Additional salary to include allowances where payable and calculated on the basis of each day worked. Option 2: The qualified post primary hourly rate for each standard full school day of the programme, Monday to Friday only. At ISCED 24 & 34, the hourly rate for qualified teachers who work in the July provision is €45.28. The Department of Education has set up an implementation group to consider reforms to the July Provision scheme. A part of that work involves consulting a number of other government departments and State agencies on the current operation of the scheme.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	1, 24, 34	Teachers currently in the teaching profession that entered the system prior to 2011 (at ISCED 1; at ISCED 24 & 34) get specific qualification allowances. For primary degree (Honours), €4 918; at secondary level, a dditional €591 for a Post Graduate Diploma in Education (Pass). Teachers at the top of the salary scale after 10 years also receive a long service allowance of €2 324. These allowances are not included in the salaries of teachers who commenced teaching from or on 1 January 2011.
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	There is no remuneration in teacher salary scales in recognition of outstanding performance. Evaluations are only carried out of the work of individual teachers as part of whole school or subject inspections carried out by the Inspectorate, Department of Education and Skills. Individual teacher appraisal is not a feature of the educational system except during the teacher's probation at primary level (which is currently being phased out) or in instances where a teacher is deemed to be significantly underperforming.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	Top level	Regular additional payment	1, 24, 34	For teachers at ISCED 1, ISCED 24 and ISCED 34 who started teaching prior to January 2011, the annual allowance for teaching in an island school is €1 842, the allowance for teaching in an Irish speaking area (Gaeltacht) is €3 063, and the allowance for teaching through Irish in an Irish-medium school outside of the Gaeltacht is €1 583. These allowances are not included in the salaries of teachers who commenced teaching from or on 1 January 2011.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Department of Education and Skills Circular 0004/2010; Governance Manual for Primary Schools 2019-2023

Available at: <https://www.education.ie/en/Schools-Colleges/Information/Boards-of-Management/governance-manual-for-primary-schools-2019-2023.pdf>

Ireland

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Schools with less than 80 pupils	45 903	81 041	m
ISCED 24	Schools with 1 to 5 teachers	59 692	82 023	m
ISCED 34	Schools with 1 to 5 teachers	59 692	82 023	m

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	The largest school size – schools with 36 mainstream teachers or	73 677	101 628	m
ISCED 24	Schools with 60 teachers or more	92 851	115 182	m
ISCED 34	Schools with 60 teachers or more	92 851	115 182	m

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range	Authority level determining the statutory salaries of school heads
ISCED 02	a	a	a	a	ISCED 02
ISCED 1	Average school size of 180 pupils (administrative principal and 7 teachers)	54 333	82 554	m	ISCED 1
ISCED 24	Average school size of 503 students (26 teachers)	80 158	102 489	m	ISCED 24
ISCED 34	Average school size of 503 students (26 teachers)	80 158	102 489	m	ISCED 34

Source

Circular Letter 0041/2019 Department of Education and Skills relating to salary scales from 1 October 2019. Available at: https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0041_2019.pdf. Circular Letter 019/2019 https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0019_2019.pdf

Circular 0004/2010 for allowances paid to principals and additional allowances paid to teachers who commenced teaching prior to February 2012. Available at: https://www.education.ie/en/Circulars-and-Forms/Archived-Circulars/cl0004_2010.pdf

Governance Manual for Primary Schools 2019-2023. Available at: <https://www.education.ie/en/Schools-Colleges/Information/Boards-of-Management/governance-manual-for-primary-schools-2019-2023.pdf>. 0014.2018. Application of measures in accordance with Public Service Stability Agreement 2018-2020 (Extension of Lansdowne Road Agreement) in respect of all Staff other than Teachers and SNAs employed by ETBs – Option to revert to Pre-Haddington Road Agreement (HRA) Working Hours. 0044/2019: Recruitment/promotion and leadership for registered teachers in recognised primary schools available at: https://www.education.ie/en/Circulars-and-Forms/Active-Circulars/cl0044_2019.pdf

Explanatory notes

Primary school head statutory salaries in the lowest salary range are determined according to the new common salary scale of teachers appointed after Feb 2012. All the other salaries (including primary school heads in the highest and the most prevalent salary ranges, and secondary school head statutory salaries in all salary ranges) are determined according to the common salary scale for teachers who entered teaching prior to 2011. In calculating the maximum salaries, the Masters allowance has been taken into account.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m
ISCED 1	85 644	71 019	80 873	87 980	92 060	ISCED 1	85 015
ISCED 24	104 421	96 472	97 514	104 675	108 310	ISCED 24	104 277
ISCED 34	104 421	96 472	97 514	104 675	108 310	ISCED 34	104 277

Source

Department of Education and Skills

Explanatory notes

The reported actual salaries correspond to the average of the second payroll in February 2020 (full-time equivalents).

Ireland School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	All	Co-ordinating provision in July for pupils/students with autism. School heads at ISCED 1, 24 and 34 who co-ordinate July provision receive an additional salary that is calculated on the basis of each day worked and at a rate that is linked to their existing salary as principal.

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Regular additional payment	All	Similar to teachers, principals who entered the teaching profession prior to 2011 and who prior to 2011, gained additional qualifications other than the minimum qualifications are paid allowances for the additional qualifications.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	Top level	Regular additional payment	1, 24, 34	For principals, at ISCED 1, ISCED 24 and ISCED 34 who started teaching prior to 2011, the allowance for working in an island school is €1 842, the allowance for working in an Irish speaking area (Gaeltacht) is €3 063, and the allowance for working through Irish in an all Irish school outside of the Gaeltacht is €1 583.

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Circular 0004/2010 for allowances paid to principals and additional allowances paid to teachers who commenced teaching prior to February 2012.

Available at: https://www.education.ie/en/Circulars-and-Foms/Archived-Circulars/cl0004_2010.pdf

Appendix D Governance Manual for Primary Schools 2019-2023.

Available at: <https://www.education.ie/en/Schools-Colleges/Information/Boards-of-Management/governance-manual-for-primary-schools-2019-2023.pdf>

Also data retained by the Department's Teacher Payments Section.

Greece

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Relevant Bachelor's degree (ISCED 6) – plus examination (Supreme Council for Civil Personnel Selection (ASEP)) for permanent positions	13 104	15 936	17 352	25 848	100 %	36
ISCED 1	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 936	17 352	25 848	100 %	36
ISCED 24	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 936	17 352	25 848	100 %	36
ISCED 34	Relevant Bachelor's degree (ISCED 6) (or bachelor's degree plus further qualifications on teaching and pedagogy) – plus ASEP examination for permanent positions	13 104	15 936	17 352	25 848	100 %	36

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Source: Ministry of Education, Research & Religious Affairs, Law 4325/2015 (G.G. 47/A), Law 4354/2015 (G.G. 176/A), Circular of the General Accounting Office with ref. nr. 2-31029/ΔΕΠ/06.05.2016 (ΑΔΑ: ΩΛ9ΣΗ-0ΝΜ)

Explanatory notes

The reference year is 2019/20 (September 2019–August 2020). Data on gross annual statutory salaries are reported on the basis that teachers complete certain years of work experience on 1 September 2019. The freezing of salaries is also taken into consideration. A month's salary in 2019 and 2020 refers to the full salaries provisioned in Law 4325/2015 (G.G. 47/A) taking into consideration the salary freezing of previous years (2016–2017). From 1 January 2018, salary progression has been activated.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	17 328	10 605	15 397	19 868	22 731	19 071	16 884
ISCED 1	17 328	10 605	15 397	19 868	22 731	19 071	16 884
ISCED 24	18 522	9 356	14 500	18 651	21 621	18 992	18 271
ISCED 34	18 522	9 356	14 500	18 651	21 621	18 992	18 271

Source

ITYE DIOFANTOS – ITYE DIAS (administrative payroll data)

Explanatory notes

Gross salaries include base salaries, and allowances given to individual teachers depending on their circumstances (e.g. number of dependent children, allowance for teaching in remote areas, etc.) before taxation and including all contributions paid by teachers for pension, insurance, solidarity, etc. Data for ISCED 1 include teachers in pre-primary schools (for children aged 4–5) supervised by the Hellenic Ministry of Education and Religious Affairs and in special needs education. Data for ISCED 34 include teachers in lower secondary education, special needs education, vocational education and adult education programmes for attainment of ISCED 24 level.

Greece

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	There is overtime compensation when a teacher teaches more hours than required in normal situations. It is €10 gross per extra teaching hour, and it must not be for more than 20 hours per month.
Student counselling	Top level	Statutory duty	All	These tasks are performed by teachers but no allowance is granted.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	Top level	Statutory duty	All	Teachers in Greece who take on the responsibilities of a class teacher are required to do this by law and do not receive an allowance.
Supporting mentoring / induction programmes	Top level	Statutory duty	All	It is a teacher's responsibility to co-operate with teacher students and teachers participating in in-service training programmes (e.g. class observation for training or arrangement of training sessions within the class).
Other	Top level	Statutory duty	All	It is teachers' duty to participate in the school's teachers' board, that has a wide range of responsibilities in school administration (e.g. programming educational activities, school evaluation, safeguarding student health and safety, spotting needs for further teacher training and proposing to school counsellors topics of training programmes for serving teachers). Teachers must also perform administrative tasks related to the functioning of the school, which are not compensated economically.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	The initial educational qualification is a Bachelor's degree, the possession of a relevant Master's or PhD degree is considered as additional years of experience as a teacher. The recognised additional years of service result in a higher salary grade.
Successful completion of CPD	a	a	All	Professional development is a teacher's responsibility but the legislation does not include provisions for monitoring teachers' successful completion and participation in professional development activities, and teachers do not receive an allowance.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	Statutory duty	All	Teachers may teach students with mild special educational needs (e.g. dyslexia, autism) in mainstream classes following the decisions and instructions of KEDDY (Centre of Differential Diagnosis, Diagnosis and Support of persons with special educational needs) or they may teach students with more severe educational needs without the support of a special needs education teacher because of financial constraints. No allowance is granted for performing these tasks.
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	The allowance for serving in a remote or borderline region is €100 gross per month.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	The family allowance received by all civil servants including teachers and school heads is €50 gross per month for one dependent child, €70 for two dependent children, €120 for three, €170 for four, and €70 for each child above four.
Other	a	a	All	

Source

Legislation on allowances: Law 4354/2015, Circulars of the General Accounting Office with ref. nr. 2-31029/ΔΕΠ/06.05.2016 (ΑΔΑ: ΩΛ9ΣΗ-ΟΝΜ), and ref. nr. 2/1015 /ΔΕΠ/5/1/2016 (Directions for the implementation of Law 4354/2015). Legislation on teachers' duties: Law 1566/1985 (G.G. 176/A/1985) art. 13 as amended by Ministerial Decision F.353.1./324/105657/D1/2002 (Government Gazette 1340/B/16-10-2002) Chapter E on Teachers and the Teachers' Board. Legislation on student counseling (without allowance): G.G. 1340/B/16-10-2002 Art. 36 par.16, 18 and Art. 39, Section B par. 4. Legislation on responsibilities to co-operate with teacher students and teachers participating in in-service training programmes (without allowance): G.G. 1340/B/16-10-2002 Art. 36 par. 8. Legislation on professional development: G.G. 1340/B/2002, ch. E, art. 36, par. 23.

Greece

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head

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

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Pre-primary school/ <i>Nipiagogeio</i> supervised by the MoE with one, two or three classes. In this category, the school head allowance is €150 gross per month.	17 028	27 648	99 %
ISCED 1	Primary schools with one, two or three classes. In this category, the school head allowance is €150 gross per month.	17 028	27 648	18 %
ISCED 24	Lower secondary schools with less than 120 students. In this category of schools, the school head allowance is €250 gross per month.	18 936	28 848	36 %
ISCED 34	Upper secondary general schools with less than 120 students. In this category, the school head allowance is €300 gross per month.	19 536	29 448	28 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Pre-primary schools with more than 120 students. In this category, the school head allowance is €300 gross per month.	19 536	29 448	0 %
ISCED 1	Primary schools with more than 120 students. In this category, the school head allowance is €300 gross per month.	19 536	29 448	50 %
ISCED 24	Lower secondary schools with more than 120 students. In this category, the school head allowance is €300 gross per month.	19 536	29 448	64 %
ISCED 34	Upper secondary schools with more than 120 students. In this category, the school head allowance is €350 gross per month.	20 136	30 048	72 %

Most prevalent range (when none of the above)

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

Authority level determining the statutory salaries of school heads

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

Source

Ministry of Education & Religious Affairs, Directorate for Remuneration and Other Allowances Accounting: Unit B. Legislation: Law 4024/2011 (G.G. 226/A), Law 4325/2015 (G.G. 47/A), Law 4354/2015 (G.G. 176/A), Circular of the General Accounting Office with ref. nr. 2-31029/ΔΕΠ/06.05.2016 (ΑΔΑ: ΩΛ9ΣΗ-ΟΝΜ), Circular of the General Accounting Office with ref. nr. 2-78400-0022/14.11.2011 (ΑΔΑ: 4577Η-5ΕΤ), Directions for the implementation of Law 4354/2015 Ref. Nr 2/1015 /ΔΕΠ/5/1/2016, Law 4327/2015 article 17 on selection criteria relating to years of service required for school heads (as amended by Law 4473/2017 (G.G. 78/A), Law 4152/2013 as amended by Circular Letter with Ref. nr 123948/Δ2/06-09-2013. Law 4547/2018 (G.G. 102/A/12-06-2018) art. 19 change on school head allowances and art. 49 school heads' teaching sessions per week. Statistical data on the proportion of school heads according to the type of school they serve have been extracted from the information system 'Myschool' (Ministry of Education, Research & Religious Affairs, Directorate of Educational Technology and Innovation), and apart from teachers with permanent contracts, they also include substitute teachers who served as school heads in school year 2019/20.

Explanatory notes

For the calculation of the base salary that comprise part of the school heads' annual salary, the freezing of salaries is taken into consideration. Following the directions for the implementation of Law 4354/2015, a month's salary in 2018 is the sum of the base salary of the frozen salary scales of 2011 and three quarters (3/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. Whereas, a month's salary in 2019 refers to the full salaries provisioned in Law 4325/2015 (G.G. 47/A), or a month's salary in 2019 is the sum of the base salary of the frozen salary scales of 2011 and four quarters (4/4) of the difference between the wages of Law 4354/2015 and Law 4024/2011. From 1 January 2018, salary progression has been activated.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	24 062	18 230	19 966	22 911	26 425	26 418	23 219
ISCED 1	24 062	18 230	19 966	22 911	26 425	26 418	23 219
ISCED 24	26 988	a	22 667	25 596	27 583	27 070	26 856
ISCED 34	26 988	a	22 667	25 596	27 583	27 070	26 856

Source

ITYE DIOFANTOS – ITYE DIAS

Explanatory notes

Data for ISCED 1 include school heads in pre-primary schools (for children aged 4-5) supervised by the Hellenic Ministry of Education and Religious Affairs and in special needs education.

Data for ISCED 34 include school heads in lower secondary education, special needs education, vocational education and adult education programmes for attainment of ISCED 24 level.

Greece School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	Top level	Statutory duty	All	School heads are responsible in collaboration with the teachers for maintaining discipline, but this task is not compensated with an allowance.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Statutory duty	All	School heads have the duty to support other teachers including new teachers and substitute teachers, but they do not receive an allowance.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Top level	Statutory duty	All	School heads have the duty to take up initiatives in collaboration with school counsellors for supporting new teachers and organising in-service training seminars for teachers of their school, but they do not receive an allowance.
Other	Top level	Statutory duty	All	School heads have additional duties relating to the school board, the school counsellors, the Head of the Education Directorate, the school community, the school committee, the students' parents and guardians, and citizens, but these duties are not compensated with an allowance.

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	The initial educational qualification is a Bachelor's degree, the possession of a relevant Master's or PhD degree is considered as additional years of experience as a teacher. The recognised additional years of service result in a higher salary grade.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Top level	Statutory duty	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	The allowance for serving in a remote or borderline region is €100 gross per month.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	The family allowance received by all civil servants including school heads is €50 gross per month for one dependent child, €70 for two dependent children, €120 for three, €170 for four, and €70 for each child above four.
Other	a	a	All	

Source

Legislation on allowances: Law 4354/2015, Directions for the implementation of Law 4354/2015 Ref.Nr 2/1015 /ΔΕΠ/5/1/2016, and 2/31029/ΔΕΠ/6-5-2016, Law 4547/2018 (G.G. 102/A/12-06-2018) art. 19 change on school head allowances and art. 49 school heads' teaching sessions per week. Legislation on teachers' and school heads' duties: Ministerial Decision F.353.1.324/105657/D1/2002 (Government Gazette 1340/B/16-10-2002) Chapter D on School Heads and Deputy School Heads. Legislation on disciplinary duties: G.G. 1340/B/16-10-2002 Art. 29, par. 7. Legislation on the duty to support new teachers: G.G. 1340/B/16-10-2002 Art. 28 par. ia and Art. 29 par. 12, 13. Duties on collaboration with counselors for the organisation of in-service training: G.G. 1340/B/16-10-2002 Art. 30 par. 3, par. 1. Duties relating to the school board, school counselors, the Head of the Education Directorate, the school community, the school committee, the students' parents and guardians, and citizens: G.G. 1340/B/16-10-2002 Articles 29, 30, 31, and 32.

Spain Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor degree (<i>Grado</i>) in Pre-Primary Education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree (<i>Magisterio</i>).	30 550	33 157	35 339	43 526	100 %	39
ISCED 1	Bachelor degree (<i>Grado</i>) in Primary Education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree (<i>Magisterio</i>).	30 550	33 157	35 339	43 526	100 %	39
ISCED 24	Master degree on Compulsory Secondary Education and <i>Bachillerato</i> (ISCED 7, 60 ECTS + 240 ECTS ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a Certificate of Pedagogical Aptitude (CAP, based on its Spanish acronym) was required.	34 121	37 041	39 440	48 447	100 %	39
ISCED 34	Master degree on Compulsory Secondary Education and <i>Bachillerato</i> (ISCED 7, 60 ECTS + 240 ECTS ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a Certificate of Pedagogical Aptitude (CAP, based on its Spanish acronym) was required.	34 121	37 041	39 440	48 447	100 %	39

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

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

Source

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

Explanatory notes

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

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

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

Explanatory notes

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Spain

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	All	Complementary salary (fixed amounts) for school government ownership responsibilities such as head teacher, deputy head teacher, secretary, head of department and, in some Autonomous Communities, additional responsibilities at school level (e.g. coordination of bilingual programs, bilingual teaching, school library, etc.). Teachers can also receive a productivity complement in their salaries for extraordinary services such as the elaboration of normative proposals, curriculum development, testing and evaluation materials. Responsibilities related to coordinate or manage ICT or bilingual program, or participating in the management of the library can be compensated with teaching time reductions instead of allowances.
Teaching more classes or hours than required by full-time contract	Top level	Regular additional payment	All	Fixed amounts for teachers that work extra time (in the evening) on different activities such as reinforcement tasks and educational support, health programs, compulsory training courses outside working hours, etc.
Student counselling	Top level	Regular additional payment	All	Fixed amounts for teachers working extra time for activities aimed at improving school life.
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Regular additional payment	All	Fixed compensations for the supply of extraordinary services in some Autonomous Communities (e.g. training and mentoring for the assessment and accreditation of teaching staff, creation of e-learning materials for the learning management platform, preparation and correction of tests to obtain a specific degree, etc.).
Form teacher / tutor responsibilities	Top level	Regular additional payment	All	In 10 over 17 autonomous communities, this task has a specific financial compensation. In some communities, class teacher position is only paid to ISCED 2-3 teachers.
Supporting mentoring / induction programmes	Top level	Regular additional payment	All	Fixed compensations for the supply of extraordinary services in some Autonomous Communities (e.g. training and mentoring for the assessment and accreditation of teaching staff).
Other	Top level	Regular additional payment	All	Fixed amounts for teachers that support in school transport and educational attention to students in the school canteen (e.g. caring children in the school transport and during the school meals).

Allowances related to teachers' qualifications, training and performance

	Auth. lvl	Type of comp.	ISCED	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	Top level	Incidental payment	All	Fixed amounts as extra-salary supplement for Continuous Professional Learning (CPL) reward per six-year terms (<i>sexenios</i> , as term used in Spanish). Every teacher needs to certificate at least a minimum number of hours of recognised lifelong learning activities. This supplement varies from period to period (a maximum of five periods) and the Autonomous Community/City. It is expected that a teacher completes about 17 hours per year (100 hours in 6 years), but the real training time average has been calculated to be around 36,6 hours per year.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Auth. lvl	Type of comp.	ISCED	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Fixed amounts. Geographical location refers to the Autonomous Communities of Canarias and Illes Balears and the Cities of Ceuta and Melilla as well as to some remote areas in the whole country. They consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.
Other	a	a	All	

Other criteria

	Auth. lvl	Type of comp.	ISCED	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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

Spain

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Bachelor degree (<i>Grado</i>) in Pre-Primary Education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree (<i>Magisterio</i>). To have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. To complete a training course on the development of the directive function.
ISCED 1	Bachelor degree (<i>Grado</i>) in Primary Education (ISCED 6, 240 ECTS). Before adaption to the European Higher Education Area (EHEA), it was a short-cycle education university degree (<i>Magisterio</i>). To have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. To complete a training course on the development of the directive function.
ISCED 24	Master degree on Compulsory Secondary Education and <i>Bachillerato</i> (ISCED 7, 60 ECTS + 240 ECTS ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a Certificate of Pedagogical Aptitude (CAP, based on its Spanish acronym) was required. To have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. To complete a training course on the development of the directive function.
ISCED 34	Master degree on Compulsory Secondary Education and <i>Bachillerato</i> (ISCED 7, 60 ECTS + 240 ECTS ISCED 6). Before adaption to the European Higher Education Area (EHEA), a long-cycle university degree plus a Certificate of Pedagogical Aptitude (CAP, based on its Spanish acronym) was required. To have a seniority of at least five years as a career civil servant in the public teaching function and have taught at least five years at the relevant school. To complete a training course on the development of the directive function.

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Smallest schools (specific size depending on each Autonomous Community)	35 363	47 816	m
ISCED 1	Smallest schools (specific size depending on each Autonomous Community)	35 363	47 816	m
ISCED 24	Smallest schools (specific size depending on each Autonomous Community)	42 713	59 170	m
ISCED 34	Smallest schools (specific size depending on each Autonomous Community)	42 713	59 170	m

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Biggest schools (specific size depending on each Autonomous Community)	41 480	53 933	m
ISCED 1	Biggest schools (specific size depending on each Autonomous Community)	41 480	53 933	m
ISCED 24	Biggest schools (specific size depending on each Autonomous Community)	46 610	63 067	m
ISCED 34	Biggest schools (specific size depending on each Autonomous Community)	46 610	63 067	m

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range	Authority level determining the statutory salaries of school heads
ISCED 02	Schools employing the largest proportion of school heads (specific size depends on each Autonomous Community).	37 962	50 416	m	ISCED 02 Central/State government or top level authorities
ISCED 1	Schools employing the largest proportion of school heads (specific size depends on each Autonomous Community).	37 962	50 416	m	ISCED 1 Central/State government or top level authorities
ISCED 24	Schools employing the largest proportion of school heads (specific size depends on each Autonomous Community).	44 090	60 546	m	ISCED 24 Central/State government or top level authorities
ISCED 34	Schools employing the largest proportion of school heads (specific size depends on each Autonomous Community).	44 090	60 546	m	ISCED 34 Central/State government or top level authorities

Source

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

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64		Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m	m
ISCED 1	m	m	m	m	m	ISCED 1	m	m
ISCED 24	m	m	m	m	m	ISCED 24	m	m
ISCED 34	m	m	m	m	m	ISCED 34	m	m

Source

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

Explanatory notes

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Spain School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Regular additional payment	All	In some Autonomous Communities, fixed amounts for school heads that support in school transport and educational attention to students in the school canteen (e.g. caring children in the school transport and during the school meals).

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	Top level	Regular additional payment	All	Fixed amounts as extra-salary supplement, every five-six year periods, for teachers who have done at least a minimum number of hours of recognised lifelong learning activities as Continuous Professional Development (CPD). This supplement varies from period to period (a maximum of five periods) and may be different according to the educational level. To receive this supplement, teachers apply for and accredit the relevant requirements.
Outstanding performance	Top level	Regular additional payment	All	Fixed amounts. School heads are assessed at the end of their term of office. Those who have a positive assessment, have a personal and professional recognition, and also an economic recognition consisting of part of the school heads' allowance (depending on the number of years they have been school heads) for the rest of their active life. The Autonomous Communities regulate the performance evaluation of the directors of the schools. In general, this evaluation is aimed at analysing the development of the management tasks. This evaluation has as referent the competences and tasks that the legislation attributes for this position.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Head teachers receive a specific amount depending on the type of school and the number of registered students enrolled each year. Geographical location refers to the Autonomous Communities of Canarias and Illes Balears, the Cities of Ceuta and Melilla, the Spanish schools abroad as well as to some areas with a specific dialect. Fixed amounts (they may be different for each level of education) that consist of allowances given to all teachers working in those regions or areas, but not of personal allowances.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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

France

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ('concours de recrutement de professeur des écoles' (CRPE))	26 537	30 467	32 583	46 735	99 %	25
ISCED 1	<i>Professeur des écoles</i> : Master's Degree (ISCED 7) + competitive examination ('concours de recrutement de professeur des écoles' (CRPE))	26 537	30 467	32 583	46 735	99 %	25
ISCED 24	<i>Professeur certifiés</i> : Master's Degree (ISCED 7) + competitive examination ('concours du certificat d'aptitude au professorat de l'enseignement du second degré' (CAPES))	29 065	32 995	35 111	49 514	83 %	29
ISCED 34	<i>Professeur certifiés</i> : Master's Degree (ISCED 7) + competitive examination ('concours du certificat d'aptitude au professorat de l'enseignement du second degré' (CAPES))	29 065	32 995	35 111	49 514	65 %	29

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Decree setting the index-related salary scales of the teaching staff (ISCED 1-2-3) of the Ministry of National Education: decree of 5 May 2017 and decree of 21 December 2017 (which provides a gradual increase in the pay scale up to 2020):

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000034601473&categorieLien=id>

Regulation setting the value of the public service index point: Decree n°16-670 of 25 May 2016:

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032584286&categorieLien=id>

(more detailed information on Ministry of State Administration website:

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

For the proportion of teachers paid according to the salary range: publication RERS 2020, tables 8.02 and 8.09.

Explanatory notes

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

a) Residence allowance

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

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

a) Residence allowance

b) Fixed part of ISOE (bonus for follow-up and tutoring): ISOE: since 2016-2017, the bonus is €1 213.56 per year (1 199.99 before) – The variable part of this bonus is not included in the statutory salary because only teachers who are invested the role of 'professeur principal' receive it.

c) Bonus for 2 HSA overtime hour (*heure supplémentaire année*); this compensates the obligation for the teachers to accept to do at minimum two regular hours exceeding of the minimal annual working time; other types of extra hours are not included in the statutory salary.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	36 696	30 265	34 678	38 090	42 293	37 744	36 613
ISCED 1	35 744	30 089	34 263	37 765	42 476	37 742	35 329
ISCED 24	40 311	33 238	37 842	43 652	48 175	41 392	39 727
ISCED 34	45 214	34 910	41 013	47 183	51 724	46 549	44 169

Source

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

Explanatory notes

The Siasp database uses monthly payroll records of the state for the majority of their public servants ('fonction publique d'Etat' – FPE). The data reported on teachers' actual salaries refer to full-time teachers (employed for more than 95 % of the statutory number of hours of work for a full-time employee over a complete school year) from pre-primary, primary and secondary general education who have passed a competitive examination and are civil servants. The scope of teachers' actual salaries is broader than that of teachers' statutory salaries: it includes other permanent teachers, such as *professeurs des écoles* and *instituteurs* with teaching responsibilities accounting for more than 50 % of the full teaching time, *professeurs agrégés, certifiés, d'EPS, de lycée professionnel, professeurs d'enseignement général des collèges, adjoints and chargés d'enseignement*. Data covers the whole France (excluding Mayotte), and only the public sector. Trainees and VET programmes are excluded from the scope. The gross actual salary is obtained by adding to gross salary indexes, the residence allowance (IR), the family allowance (SFT) and further bonuses and allowances such as the NBI (new salary bonus), overtime, and other bonuses depending on the specific education or particular tasks.

France Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	All	Allowance for particular tasks: the amount vary according to the tasks assigned from €312 to €3 750
Teaching more classes or hours than required by full-time contract	Top level	Regular additional payment	24, 34	<i>Heures Supplémentaires Annuelles</i> (HSA): from €1 143 to €1 257 for <i>professeurs certifiés</i> , and from €1 658 to €1 824 for <i>professeurs agrégés</i>
Student counselling	Top level	Regular additional payment	All	Fixed annual salary bonus: - 'ISAE' at ISCED 02-1 (€1 200) - 'ISOE' at ISCED 24-34 (€1 214)
Running extracurricular activities	Top level	Regular additional payment	02, 1	Pre-primary and primary teachers may be in charge of extracurricular activities which are paid between €22 and €27 per hour (maximum rates).
Providing support or training for other teachers	Top level	Regular additional payment	All	Allowance for tutoring, master trainer: > ISCED 02-1: €1 250 (<i>professeurs maîtres formateurs</i>) > ISCED 24-34: €834 (<i>professeurs formateurs académiques</i>)
Form teacher / tutor responsibilities	Top level	Regular additional payment	24, 34	Variable part of the 'ISOE' allowance only given to the class teachers: between €906 and €1 426
Supporting mentoring / induction programmes	Top level	Regular additional payment	All	Allowance for tutoring, master trainer: €1 250
Other	Top level	Incidental payment	24, 34	<i>Heures Supplémentaires Effectives</i> (HSE): only ponctual hours. Each is paid 1/36th of one HSA with an indemnity equal to a 25 % surcharge.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	Top level	Incidental payment	All	On the initiative of the competent authority or after its agreement, teaching staff benefits from professional training actions during the periods of vacancy of the classes, for 5 days per year maximum. Decree n° 2019-935 from September sixth, 2019: https://www.legifrance.gouv.fr/orf/td/JORFTEXT000039061144
Outstanding performance in teaching	Top level	Progression in pay range	All	Teachers benefit from 3 career advancement meetings (<i>Rendez-vous de carrière</i>) that allow them to progress to a better position on the salary scale. These meetings consist of an evaluation in a professional situation and an interview with an inspector (and with the head school for teachers of secondary schools).
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	Regular additional payment	All	> ISCED 02-1: €2 500 for teachers in charge of children with special needs > all ISCED levels: €844 to €2 609 for specialised teacher
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Allowance for teachers teaching in disadvantaged area (REP and REP+ allowance): REP = €1 734; REP+ = €4 646 (Decree of 23 July 2019 – NOR: MENH1919173A)
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	It is the 'Indemnité de résidence' paid each month. The amount depends on the area https://www.service-public.fr/particuliers/vosdroits/F32511
Family status	Top level	% of salary	All	It is the 'SFT' (family supplement) paid each month. The amount depends on the number of children. https://www.service-public.fr/particuliers/vosdroits/F32513
Other	Top level	Incidental payment	All	Bonus for entering in the teaching profession, only at the first certification: €1 500 (paid in two instalments)

Source

Ministry of Education website, Teachers' salary webpage ('La rémunération des enseignants'): <http://www.education.gouv.fr/cid101179/la-remuneration-des-enseignants.html>

France School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Schools with 10 classes or more	35 380	51 647	m
ISCED 1	Schools with 10 classes or more	35 380	51 647	m
ISCED 24	All schools	45 678	69 541	100 %
ISCED 34	All schools	45 678	69 541	100 %

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

ISCED 1: Salary scale is the same as *professeurs des écoles*: Arrêté du 12 septembre 2008 concernant 'l'indemnité de sujétion spéciale de direction':

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=LEGITEXT000019465287&dateTexte=20200204>

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

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

Also see the Ministry of Education website, on the webpage 'Etre personnel de direction':

<http://www.education.gouv.fr/cid1133/personnels-de-%20direction.html%20#%20La%20carriere%20et%20la%20remuneration%20des%20personnels%20de%20direction>

Explanatory notes

At ISCED 02 and 1, the scope (school heads with teaching responsibilities accounting for 50 per cent or less of the full teaching time) corresponds to school heads in charge of schools with 10 classes or more.

Statutory salaries of school head at ISCED 02-1 levels: Gross index salary plus a scale bonus (*Bonus Indiciaire + Nouveau Bonus Indiciaire*) + residence allowance + allowance for follow-up and tutoring (*indemnité de suivi et d'accompagnement des élèves*: ISAE) + special head allowance (*indemnité de sujétion spéciale de direction*: the reference is the one for schools with 10 classes or more).

Statutory salaries of school head at ISCED 24-34 levels: gross salary plus a scale bonus (*Bonus Indiciaire + Nouveau Bonus Indiciaire*) + residence allowance + allowance for functions, responsibility and results (*indemnité de fonctions, de responsabilité et de résultats*: IF2R).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	46 208	36 014	41 184	45 902	49 704	47 276	45 518
ISCED 1	46 208	36 014	41 184	45 902	49 704	47 276	45 518
ISCED 24	61 056	43 005	52 166	60 120	66 414	62 482	59 645
ISCED 34	61 056	43 005	52 166	60 120	66 414	62 482	59 645

Source

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

Explanatory notes

The Siasp database uses monthly payroll records of the state for the majority of their public servants ('fonction publique d'Etat' – FPE). The data reported on heads' actual salaries refer to full-time school heads (employed for more than 95 per cent of the statutory number of hours of work for a full-time employee over a complete school year from pre-primary, primary and secondary general education) who have passed a competitive examination ('concours de recrutement des professeurs des écoles' at ISCED levels 02 and 1 and 'concours de recrutement des personnels de direction' at ISCED levels 24 and 34) and are civil servants. Data covers the whole France (excluding Mayotte), and only the public sector. Trainees and VET programmes are excluded from the scope.

The gross actual salary is obtained by adding to gross salary indexes the residence allowance (IR), the family allowance (SFT) and further bonuses and allowances such as the NBI (new salary bonus), overtime, and other bonuses depending on the specific education or substitute activities.

France

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	Top level	Regular additional payment	02, 1	Fixed annual salary bonus: €1 200 (ISAE)
Running extracurricular activities	Top level	Regular additional payment	02, 1	School head may be in charge of extracurricular activities which are paid between €22 and €27 per hour (maximum rates).
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Top level	Regular additional payment	02, 1	Allowance for tutoring, master trainer: €1 250
Other				

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	Top level	Regular additional payment	24, 34	A part of the 'indemnité de fonctions, de responsabilités et de résultats' takes into account the results of the professional interview and is paid every 3 years. It is determined by applying a coefficient of 0 to 3 to a reference amount of € 2 000 for the period of 3 school years covered by the head's 'lettre de mission' (engagement letter).
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	All ISCED levels: allowance for working in disadvantaged area (REP and REP+ allowance): REP = €1 734; REP+ = €4 646 (Arrêté du 23 juillet 2019 – NOR: MENH1919173A) ISCED 02-1: the special head allowance (ISS: <i>indemnité de sujétion spéciale de direction</i>) is higher when working in disadvantaged schools: > REP: 20 % increase in the ISS > REP+: 50 % increase in the ISS
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	It is the 'Indemnité de résidence' paid each month. The amount depends on the area.
Family status	Top level	% of salary	All	It is the 'SFT' (family supplement) paid each month. The amount depends on the number of children.
Other	a	a	All	

Source

Ministry of Education website, webpage 'Etre personnel de direction':

<http://www.education.gouv.fr/cid1133/personnels-de-%20direction.html%20#%20La%20carriere%20et%20la%20remuneration%20des%20personnels%20de%20direction>

Ministry of Education website, Teachers' salary webpage ('La rémunération des enseignants'):

<http://www.education.gouv.fr/cid101179/la-remuneration-des-enseignants.html>

Croatia Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	m	m	m	m	m	m
ISCED 1	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 414	14 015	14 349	16 017	m	40
ISCED 24	ISCED 6, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	13 414	14 015	14 349	16 017	m	40
ISCED 34	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	14 376	15 019	15 377	17 165	100 %	40

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	14 376	15 019	15 377	17 165	89 %	40
ISCED 24	ISCED 7, 1-year induction programme, a competitive examination and additional pedagogical psychological education if necessary	14 376	15 019	15 377	17 165	89 %	40
ISCED 34	a	a	a	a	a	a	a

	Authority level determining the statutory salaries of teachers
ISCED 02	Local authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Zakon o radu (OG 93/14 (OG 127/17)); Zakon o plaćama u javnim službama (OG 27/01, OG 39/09); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG 25/13 (OG 50/20)); Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); Collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama (OG 128/17 (OG 66/20)); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama (OG 51/18); Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama (OG 51/18, OG122/19)

Explanatory notes

The base salary was increased in September 2019 to HRK 5 695.87 and, in January 2020 to HRK 5 809.79. The base salary of HRK 5 809.79 is used for the first four months of the school year and the base salary of HRK 5 809.79 is used for the remaining eight months. The coefficient for complexity of work of fully qualified teachers was increased 3 % in December 2019 and 1 % in June 2020.

The statutory salaries have been calculated applying to the base salary the coefficient for complexity of work of fully qualified teachers and the coefficient for the corresponding time in service (one year for starting salaries and 40 years for the top of the range). The reported statutory salaries include the allowance that all teachers receive on top of this salary as stipulated in the 2006 agreement between unions for employees in education and the Government of the Republic of Croatia (13.725 % of the salary).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

Data not available

Explanatory notes

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Croatia

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	1, 24, 34	30 % for the time spent working on EU projects
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	1, 24, 34	Defined as increase in amount paid per hour (50 % more than regular working hours)
Student counselling	a	a	All	
Running extracurricular activities	a	Statutory duty	1, 24, 34	
Providing support or training for other teachers	Top level	% of salary	All	Teachers are not paid for training student teachers and providing support to other teachers but they are granted points that entitle them to advance in their career to the positions of teacher mentor, teacher advisor or excellent teacher advisor. These positions are applied higher coefficients for complexity of work than regular teachers, and, therefore, a higher salary.
Form teacher / tutor responsibilities	a	Statutory duty	1, 24, 34	
Supporting mentoring / induction programmes	Collective agreement	Incidental payment	1, 24, 34	Teachers mentors working with a not fully qualified teacher are payed HRK 1 296 (gross) for supporting a new teacher in induction programme.
Other	Collective agreement	Incidental payment	1, 24	Employees in primary schools (ISCED 1 and 2) in charge of out-of-school multi-day activities are entitled to HRK 50 per day for the increased responsibility.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	% of salary	1, 24, 34	The basic statutory salary of employees is increased by 8 % for an additional qualification at Master's level (defined by previous regulations, corresponds to ISCED 8.1) and by 15 % if it is Doctorate level.
Successful completion of CPD	a	Statutory duty	All	
Outstanding performance in teaching	Top level	Incidental payment	1, 24, 34	Evaluation criteria: mentoring student teachers; providing lectures, workshops and education; work in expert councils, associations and similar activities; producing articles, teaching materials and educational content; participating in projects; improving the work of the school and work on improving the education system. Different criteria are given a different amount of points, and some necessary conditions have to be fulfilled. Once a year the Ministry for Science and Education publishes a public call for rewording teachers, expert associates and school heads. Teachers and other education employees participating in experimental programmes which are implemented by the Ministry of Science and Education have the right for monthly reward in a percentage of the amount of salary depending on the number of hours spent participating in experimental programme
Other	Top level	% of salary	All	The demonstration of certain competences and professional development are required to get the promotion to the positions of teacher mentor, teacher advisor or excellent teacher advisor, which are applied a higher coefficient for complexity of work, and, therefore, a higher salary.

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Collective agreement	% of salary	1, 24, 34	For teachers working in special conditions (including teaching students with special educational needs in mainstream classes) their salaries will be increased as it is defined in collective agreements (depending on the number of classes and type of programme for special education needs students).
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24, 34	All school employees have the right to a specific allowance for working in schools with difficult working conditions. Their basic salary is increased by 10 %. Employees who have to travel at least 50 kilometres in one direction daily (ISCED 1 and 2) or 100 kilometres in both directions daily (ISCED 3) have the right to increased basic salary by 5 %. Teachers who teach in three or more schools (ISCED 3) during one day in separate locations are entitled to an increase in their basic salary (5 % increase for the days working in more schools).
Other	Collective agreement	% of salary	1, 24, 34	Employees basic salary are increased for working at night 40 %, on Saturday 25 %, on Sunday 35 %, in shifts 10 %, in two shifts 10 % and on holidays and non-working days 150 %.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Collective agreement	Regular additional payment	1, 24, 34	Employees are entitled to an accommodation allowance when their permanent employment is not at their place of residence. If accommodation or meals are provided, the allowance is reduced by 25 % and if both is provided, allowance is reduced by 50 %.
Family status	Collective agreement	Incidental payment	1, 24, 34	Gift for a child up to 15 years of age for Saint Nicholas Day. Employees have the right for financial help in case of birth or adoption of each child, for the death of a spouse, partner, child or parent.
Other	Collective agreement	Regular additional payment	1, 24, 34	Travelling allowance, for teachers and school heads whose place of residence is significantly removed from their place of work (at least 2 kilometres). The amount of allowance is equal to the cost of monthly ticket for public transport in the area. Employees have the right to Christmas bonus, anniversary awards for working in public service (every 5 years for continuing work), salary allowances for annual leave, paid leave, education, sick leave, recourse for holidays, retirement severance pay and other benefits as defined in the collective agreement for all public service employees. Teachers who have 30 or more years of service may request a reduction of 2 hours teaching or alternatively, a salary increase of 4 %.

Source

Zakon o radu (OG 93/14 (OG 98/19)); Zakon o plaćama u javnim službama (OG 27/01, OG 39/09); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG 25/13 (OG 20/20)); Zakon o porezu na dohodak (OG 115/2016 (OG 32/2020)), Pravilnik o polaganju stručnog ispita učitelja i stručnih suradnika u osnovnom školstvu i nastavnika srednjem školstvu (OG 88/2003), Pravilnik o napredovanju učitelja, nastavnika, stručnih suradnika i ravnatelja u osnovnim i srednjim školama i učeničkim domovima (OG 53/2019, 60/2020), Collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama (OG 128/17 (OG 66/20)); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama (OG 51/18); Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama (OG 51/18, OG122/19))

Croatia School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head

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

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	250 students or less	19 663	22 688	37 %
ISCED 24	250 students or less	19 663	22 688	37 %
ISCED 34	300 students or less	19 663	22 688	54 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	More than 850 students	23 127	26 685	5 %
ISCED 24	More than 850 students	23 127	26 685	5 %
ISCED 34	More than 600 students	23 127	26 685	35 %

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	Between 251 and 850	21 391	24 682	54 %
ISCED 24	Between 251 and 850	21 391	24 682	54 %
ISCED 34	Between 301 and 600	21 391	24 682	42 %

Authority level determining the statutory salaries of school heads

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

Source

Zakon o radu (OG 93/14 (OG 127/17)); Zakon o plaćama u javnim službama (OG 27/01, OG 39/09); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG 25/13 (OG 50/20)); Sporazum o dodacima na plaću u obrazovanju i znanosti (2006); Collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama (OG 128/17 (OG 66/20); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama, OG 51/18, OG; Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama, OG 51/18, OG122/19)

Explanatory notes

The base salary was increased in September 2019 to HRK 5 695.87 and, in January 2020 to HRK 5 809.79. The base salary of HRK 5 809.79 is used for the first four months of the school year and the base salary of HRK 5 809.79 is used for the remaining eight months. The coefficient for complexity of work for school heads was increased 3 % in December 2019 and 1 % in June 2020.

The statutory salaries have been calculated applying to the base salary the coefficient for complexity of work (which depends on the school size) and the coefficient for the corresponding time in service (8 years for the minimum and 40 years for the maximum).

The reported statutory salaries include the allowance that all school heads and teachers receive on top of this salary as stipulated in the 2006 agreement between unions for employees in education and the Government of the Republic of Croatia (13.725 % of the salary).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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Croatia School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Top level	% of salary	1, 24, 34	30 % for the time spent working on EU projects
Working overtime	Collective agreement	Incidental payment	1, 24, 34	Defined as increase in amount paid per hour (50 % more than regular working hours)
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	m	m	All	
Other	Collective agreement	Incidental payment	1, 24, 34	Employees in primary schools (ISCED 1 and 2) in charge of out-of-school multi-day activities are entitled to HRK 50 per day for the increased responsibility.

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	% of salary	1, 24, 34	The basic statutory salary of employees is increased by 8 % for an additional qualification at Master's level (defined by previous regulations, corresponds to ISCED 8.1) and by 15 % if it is Doctorate level.
Successful completion of CPD	a	Statutory duty	All	
Outstanding performance	Top level	Incidental payment	1, 24, 34	Evaluation criteria: mentoring student teachers; providing lectures, workshops and education; work in expert councils, associations and similar activities; producing articles, teaching materials and educational content; participating in projects; improving the work of the school and work on improving the education system. Different criteria are given a different amount of points, and some necessary conditions have to be fulfilled. Once a year Ministry for Science and Education published a public call for rewarding teachers, expert associates and school heads. First teachers were rewarded in October 2019. Teachers and other education employees participating in experimental programmes which are implemented by the Ministry of Science and Education have the right for monthly reward in a percentage of the amount of salary depending on the number of hours spent participating in experimental programme.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24, 34	All school employees have the right to a specific allowance for working in schools with difficult working conditions. Their basic salary is increased by 10 %. Employees who have to travel at least 100 kilometres in both directions daily have the right to a 5 % increase.
Other	Collective agreement	% of salary	All	Employees basic salary are increased for working at night 40 %, on Saturday 25 %, on Sunday 35 % in shifts 10 %, in two shifts 10 % and on holidays and non-working days 150 %.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Collective agreement	Regular additional payment	1, 24, 34	Employees are entitled to an accommodation allowance when their permanent employment is not at their place of residence. If accommodation or meals are provided, the allowance is reduced by 25 % and if both is provided, allowance is reduced by 50 %.
Family status	Collective agreement	Incidental payment	1, 24, 34	Gift for a child up to 15 years of age for Saint Nicholas Day. Employees have the right for financial help in case of birth or adoption of each child, for the death of a spouse, partner, child or parent.
Other	Collective agreement	Regular additional payment	1, 24, 34	Travelling allowance, for teachers and school heads whose place of residence is significantly removed from their place of work (at least 2 kilometres). The amount of allowance is equal to the cost of monthly ticket for public transport in the area. Employees have the right to Christmas bonus, anniversary awards for working in public service (every 5 years for continuing work), salary allowances for annual leave, paid leave, education, sick leave, recourse for holidays, retirement severance pay and other benefits as defined in the collective agreement for all public service employees. Teachers who have 30 or more years of service may request a reduction of 2 hours teaching or alternatively, a salary increase of 4 %.

Source

Zakon o radu (OG 93/14 (OG 98/19)); Zakon o plaćama u javnim službama (OG 27/01, OG 39/09); Uredba o nazivima radnih mjesta i koeficijentima složenosti poslova u javnim službama (OG 25/13 (OG 20/20)); Zakon o porezu na dohodak (OG 115/2016 (OG 32/2020)), Pravilnik o polaganju stručnog ispita učitelja i stručnih suradnika u osnovnom školstvu i nastavnika srednjem školstvu (OG 88/2003), Pravilnik o napredovanju učitelja, nastavnika, stručnih suradnika i ravnatelja u osnovnim srednjim školama i učeničkim domovima (OG 53/2019, 60/2020), Collective agreements (Temeljni kolektivni ugovor za službenike i namještenike u javnim službama (OG 128/17 (OG 66/20)); Kolektivni ugovor za zaposlenike u osnovnoškolskim ustanovama (OG 51/18); Kolektivni ugovor za zaposlenike u srednjoškolskim ustanovama (OG 51/18, OG122/19))

Italy

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's degree in education (ISCED 7) plus competitive examination	24 297	26 639	29 162	35 373	100 %	35
ISCED 1	Master's degree in education (ISCED 7) plus competitive examination	24 297	26 639	29 162	35 373	100 %	35
ISCED 24	Master's degree (ISCED 7) + 24 ECTS in anthropo-psychopedagogical subjects as well as in teaching methodologies and technologies + competitive examination	26 114	28 843	31 707	38 843	100 %	35
ISCED 34	Master's degree (ISCED 7) + 24 ECTS in anthropo-psychopedagogical subjects as well as in teaching methodologies and technologies + competitive examination	26 114	29 530	32 588	40 597	100 %	35

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

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

Source

National Collective Contract for personnel in the education and research sector – Years 2016-2018: <https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html>
Art. 440 of Law No.145/2018 (State budget for financial year 2019 and multi-year budget for the three-year period 2019-2021)

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	29 157	24 464	26 027	28 799	32 108	28 870	29 168
ISCED 1	29 157	24 464	26 027	28 799	32 108	28 870	29 168
ISCED 24	31 269	26 655	27 991	30 641	35 102	31 268	31 269
ISCED 34	33 261	26 725	28 200	31 703	37 393	33 138	33 325

Source

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

Explanatory notes

Weighted average of salaries of teachers during the school year from September 2019 to August 2020.

Italy

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Teaching more classes or hours than required by full-time contract	Top level	Regular additional payment	All	Teachers on a full teaching load may be requested, where necessary, to take on up to 6 extra hours of teaching a week in their subject for the school year. In these cases, they receive a monthly additional payment.
Student counselling	Collective agreement	Incidental payment	24, 34	The head teacher with the collaboration of the teachers assembly decide as regards the criteria for assigning teachers to these roles, but the criteria regarding the awarding of additional payments are determined through negotiations with T.U. at the school level.
Running extracurricular activities	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Providing support or training for other teachers	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Collective agreement	Incidental payment	All	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	School level	Incidental payment	All	The Reward Scheme for teachers was abolished through the 2020 Budget Law, which provides that the resources included in the fund for the improvement of the educational offer, are used by the supplementary bargaining in favour of the entire school staff, without specific restrictions. These resources are used on the basis of the criteria defined in the school's supplementary bargaining for the benefit of both teachers and non-teaching staff.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	
Other	a	a	All	

Source

National Collective Contract for personnel in the education and research sector - Years 2016-2018.

<https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-conl-2016-2018-del-comparto-istruzione-e-ricerca.html>

Italy

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	a
ISCED 1	Teacher qualification (ISCED 7 level) and at least five years of teaching experience
ISCED 24	Teacher qualification (ISCED 7 level) and at least five years of teaching experience
ISCED 34	Teacher qualification (ISCED 7 level) and at least five years of teaching experiences

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	All schools	68 383	75 617	100 %
ISCED 24	All schools	68 383	75 617	100 %
ISCED 34	All schools	68 383	75 617	100 %

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	a
ISCED 1	More than one authority level
ISCED 24	More than one authority level
ISCED 34	More than one authority level

Source

National Collective Contract for education and research area – Years 2016-2018 (GU n.168 del 19-7-2019) –

<https://www.aranagenzia.it/contrattazione/aree-dirigenziali/area-dellistruzione-e-della-ricerca/contratti.html>

Regional supplementary contracts

Explanatory notes

The statutory salary is composed of a fixed part, the same for everyone, plus a variable part that varies between regions. The calculation of the variable part is done using the weighted average.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	a	a	a	a	a	a	a
ISCED 1	73 836	73 625	74 633	72 672	74 466	74 976	73 362
ISCED 24	73 836	73 625	74 633	72 672	74 466	74 976	73 362
ISCED 34	73 836	73 625	74 633	72 672	74 466	74 976	73 362

Source

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

Explanatory notes

Weighted average annual salary of school heads by age group during the school year from September 2019 to August 2020.

Italy

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	More than one	Regular additional payment	All	Each region allocates among school managers 15-85 % of the annual amount available at regional level to compensate school principals for the pursuit of the school improvement objectives.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	
Other	a	a	All	

Source

National Collective Contract for education and research area – Years 2016-2018 (GU n.168 del 19-7-2019)

Latvia

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Short-cycle tertiary (college level (ISCED 5)) education in pedagogy and professional teacher's qualification, which include completion of in-school placement, final examinations and diploma thesis. For foreign language teachers, music teachers and sports teachers, ISCED 6 level respective qualification is necessary.	9 000	a	a	a	100 %	a
ISCED 1	Bachelor level (ISCED 6) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective teaching subject area, including completion of in-school placement, final examinations and diploma thesis.	9 000	a	a	a	100 %	a
ISCED 24	Bachelor level (ISCED 6) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective teaching subjects' area, including completion of in-school placement, final examinations and diploma thesis.	9 000	a	a	a	100 %	a
ISCED 34	Bachelor level (ISCED 6) in pedagogy or in a field of teaching subject and professional teacher's qualification in respective field of teaching subject, including completion of in-school placement, final examinations and diploma thesis.	9 000	a	a	a	100 %	a

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

The Regulation only sets the minimum monthly salary rate for 30 hours of work per week. School heads decide on the teachers' salaries depending on their workload and performance and on the school budget. Salaries can be higher but not lower than the minimum defined in the Regulation.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	11 913	11 928	12 002	11 898	11 823	ISCED 02	11 957	11 913
ISCED 1	15 278	15 189	15 352	15 099	15 501	ISCED 1	15 278	15 278
ISCED 24	15 069	15 352	15 338	15 055	14 831	ISCED 24	15 040	15 561
ISCED 34	16 499	16 261	16 663	16 618	16 350	ISCED 34	16 454	16 499

Source

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

Explanatory notes

Actual salaries are calculated together from all funding sources (state and local government). Only salaries of teachers working 0.9 of one work-load (30 hours per week) and more are included. Average actual salaries of full-time teachers are calculated according to their age groups.

Latvia

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	Statutory duty	All	Methodology work, project management, and other activities related to the development of the school are included in teachers' work. Teachers holding an administrative post such as deputy head or head of department have no teaching duties (except for a maximum of 7 hours) but do not get an additional compensation.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	Teachers may work more than one workload (30 hours per week) but no more than 40 hours per week. If a teacher takes over additional teaching (not included in his/her job description), the school head may grant an allowance up to 30 % of the compensation for additional hours.
Student counselling	a	Statutory duty	All	Individual and group work with students, and counseling is part of a teacher's workload.
Running extracurricular activities	a	a	All	If a teacher runs extracurricular activities of an educational interest, this extra time is included in the calculation of his/her workload and salary. Pre-primary school may organise extracurricular activities. Participation is voluntary and parents also pay contributions to these classes. Salary of the instructors may come from municipality or private sources.
Providing support or training for other teachers	School level	Incidental payment	All	According to the agreement with teachers' training institution, or with a head of the school. Institutional autonomy.
Form teacher / tutor responsibilities	a	Statutory duty	All	Class/form teacher duties are included in the teachers' workload.
Supporting mentoring / induction programmes	School level	Incidental payment	All	Institutional autonomy or according to agreement within a project or initiative.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	Statutory duty	All	36 hours of CPD every three years are mandatory but not compensated with an additional allowance.
Outstanding performance in teaching	School level	Regular additional payment	All	Teachers with the 1st, 2nd and 3rd quality level (professional activity quality evaluation system) receive allowance of €45, €114 and €140 respectively.
Other	School level	Incidental payment	All	A teacher may receive allowance for outstanding personal contribution. Bonuses and allowances paid from the state budget for a teacher in one year cannot exceed 120 % of teacher monthly salary, but total (state and municipality sources) in one year cannot exceed 175 % of teacher's monthly salary.

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	10 % of the monthly salary
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	Top level	% of salary	24, 34	Teachers working in the state gymnasiums and vocational education competence centres receive allowance of 10 % of monthly salary.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016),
<https://likumi.lv/ta/id/283667-pedagoqu-darba-samaksas-noteikumi>

Latvia

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	100 students or less	12 036	a	15 %
ISCED 1	100 students or less	12 036	a	29 %
ISCED 24	100 students or less	12 036	a	35 %
ISCED 34	100 students or less	12 036	a	2 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 3 001 students	26 100	a	0 %
ISCED 1	More than 3 001 students	26 100	a	0 %
ISCED 24	More than 3 001 students	26 100	a	0 %
ISCED 34	More than 3 001 students	26 100	a	0 %

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	100-150 children	12 672	a	25 %
ISCED 1	a	a	a	a
ISCED 24	100-150 students	12 672	a	35 %
ISCED 34	501-800 students	14 568	a	27 %

Authority level determining the statutory salaries of school heads	
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016),

<https://likumi.lv/ta/id/283667-pedagoqu-darba-samaksas-noteikumi>

Regulation on Requirements for Necessary Education and Professional Qualification, and Procedure of Continuing Professional Development of Pedagogues (the Regulation of the Cabinet of Ministers, entered into force on 5 November 2014, valid till September 2018),

<https://likumi.lv/ta/id/269965-noteikumi-par-pedagoziem-nepieciesamo-izglitiba-un-profesionalo-kvalifikaciju-un-pedagoqu-profesionalas-kompetences-pilnveides>

Explanatory notes

The Regulation only defines the minimum monthly salary rate. There are nine salary groups for heads depending on the size of the school.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	18 048	18 271	17 720	17 973	18 197	17 690	18 063
ISCED 1	18 405	19 209	19 030	18 688	17 674	20 713	18 316
ISCED 24	18 509	19 686	18 539	18 345	18 569	19 790	18 316
ISCED 34	22 366	19 760	22 485	22 158	22 604	23 096	22 083

Source

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

Explanatory notes

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

Latvia

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	m	All	Local autonomy
Working overtime	Local	m	All	Local autonomy
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Local	m	All	Local autonomy
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Local	m	All	Local autonomy
Other	Local	m	All	Local autonomy

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	Statutory duty	All	36 hours of CPD every three years are mandatory but not compensated with an additional allowance.
Outstanding performance	Local	Regular additional payment	All	Local authorities may grant school heads an allowance for their performance. School heads with teaching duties are also eligible to participate in the performance quality evaluation (voluntarily) and to receive additional allowance related to the teaching quality performance.
Other	Local	m	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Top level	% of salary	All	10 % of the monthly salary
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	Top level	% of salary	24, 34	Heads of state gymnasiums are eligible to receive 10 % allowance.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Regulation on Pedagogues' Work Remuneration (the Regulation of the Cabinet of Ministers, entered into force on 1 September 2016), <https://likumi.lv/ta/id/283667-pedagoqu-darba-samaksas-noteikumi>

Lithuania

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6), no qualification category	9 800	10 412	10 560	10 835	m	15
ISCED 1	Bachelor's degree in education (ISCED 6), no qualification category	13 559	13 981	14 404	14 552	m	25
ISCED 24	Bachelor's degree in education (ISCED 6) no qualification category	13 559	13 981	14 404	14 552	m	25
ISCED 34	Bachelor's degree in education (ISCED 6) no qualification category	13 559	13 981	14 404	14 552	m	25

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Higher education (Bachelor degree ISCED 6), with a pedagogical qualification	10 476	11 637	13 158	14 784	m	15
ISCED 1	Higher education (Bachelor degree ISCED 6), with qualification category.	14 573	15 037	16 727	19 050	m	25
ISCED 24	Higher education (Bachelor degree ISCED 6), with qualification category.	14 573	15 037	16 727	19 050	m	25
ISCED 34	Higher education (Bachelor degree ISCED 6), with qualification category.	14 573	15 037	16 727	19 050	m	25

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

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

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	18 576	m	m	m	m	ISCED 02	m
ISCED 1	18 576	m	m	m	m	ISCED 1	m
ISCED 24	18 576	m	m	m	m	ISCED 24	m
ISCED 34	18 576	m	m	m	m	ISCED 34	m

Source

The Lithuanian Department of Statistic (www.stat.gov.lt)

Explanatory notes

Actual data include all teachers working in state companies.

Lithuania

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	Progression in pay range	All	Basic statutory salary may increase 1-15 percent
Teaching more classes or hours than required by full-time contract	School level	Progression in pay range	All	Basic statutory salary may increase 1-15 percent
Student counselling	School level	Progression in pay range	All	Basic statutory salary may increase 1-15 percent
Running extracurricular activities	School level	Progression in pay range	All	Basic statutory salary may increase 1-15 percent
Providing support or training for other teachers	School level	Progression in pay range	All	Basic statutory salary may increase 1-15 percent
Form teacher / tutor responsibilities	School level	Progression in pay range	All	Basic statutory salary may increase 1-15 percent
Supporting mentoring / induction programmes	School level	Progression in pay range	All	Basic statutory salary may increase 1-15 percent
Other	School level	% of salary	All	The school head can grant allowances for other tasks and responsibilities up to a 20 % of the basic salary. In the event of more than one allowance, the total increase cannot be more than 25 % of the basic statutory salary.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	Basic statutory salary increased 1-20 percent
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	School level	Progression in pay range	All	The basic statutory salary may increase from 1 to 15 % teaching in International Baccalaureate classes, in multilingual environment and in a national minority language, and teaching ill students at home.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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

Lithuania

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience
ISCED 1	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience
ISCED 24	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience
ISCED 34	Master's degree, pedagogical qualification, two-year teaching experience and one-year leadership experience

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 200 pupils	16 051	24 013	m
ISCED 1	Less than 200 students	16 051	24 013	m
ISCED 24	Less than 200 students	16 051	24 013	m
ISCED 34	Less than 200 students	16 051	24 013	m

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	1001 and more pupils	21 542	26 780	m
ISCED 1	1001 and more students	21 542	26 780	m
ISCED 24	1001 and more students	21 542	26 780	m
ISCED 34	1001 and more students	21 542	26 780	m

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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Lithuania

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Provincial/ Regional	Incidental payment	All	Basic salary may increase up to 20 %
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Provincial/ Regional	Regular additional payment	All	Basic salary may increase to 20 % in other cases determined by local authorities. In the event of more than one allowance, the total increase cannot be more than 25 % of the basic statutory salary.

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Provincial/ Regional	Regular additional payment	All	Basic salary may increase from 5 to 20 % for leading a school with SEN students or school with a unit with SEN students. 5-10 % for leading a school with 10 and more with SEN students.
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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

Luxembourg

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6) plus competitive examination	67 391	87 159	98 391	119 057	90 %	30
ISCED 1	Bachelor's degree in education (ISCED 6) plus competitive examination	67 391	87 159	98 391	119 057	83 %	30
ISCED 24	Master's degree in education (ISCED 7) plus competitive examination	76 376	96 060	106 005	133 579	71 %	30
ISCED 34	Master's degree in education (ISCED 7) plus competitive examination	76 376	96 060	106 005	133 579	85 %	30

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

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

Source

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

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

Data not available

Explanatory notes

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Luxembourg Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	1/173 of the monthly salary is paid for every supplementary hour of work
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	When teachers have a higher degree as the minimum required they get a higher number of p.i. (<i>point indiciaire</i>) as the normal teachers if their higher qualification is recognized. For example, a doctorate is paid 20 p.i. more than normal qualifications.
Successful completion of CPD	Top level	Progression in pay range	All	In order to advance in the career, teachers have to fulfil a certain number of professional development activities; they are regulated in the law.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Progression in pay range	All	Teachers can ask an 'indemnité de route' for travels they have to do as well as a reduction of taxes if their workplace is different than the location where they live.
Family status	Top level	Regular additional payment	All	Married teachers as well as for each child they have, get an allowance.
Other	a	a	All	

Source

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

Luxembourg

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	a
ISCED 1	a
ISCED 24	Bachelor's Degree (ISCED 6)
ISCED 34	Bachelor's Degree (ISCED 6)

Single or lowest salary range (when more than one)

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range		Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a	ISCED 02				
ISCED 1	a	a	a	a	ISCED 1				
ISCED 24	All public secondary schools	105 579	146 013	100 %	ISCED 24				
ISCED 34	All public secondary schools	105 579	146 013	100 %	ISCED 34				

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range		Authority level determining the statutory salaries of school heads
ISCED 02					ISCED 02	a
ISCED 1					ISCED 1	a
ISCED 24					ISCED 24	Central/State government or top level authorities
ISCED 34					ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

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

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64		Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	ISCED 02	m	m
ISCED 1	m	m	m	m	m	ISCED 1	m	m
ISCED 24	m	m	m	m	m	ISCED 24	m	m
ISCED 34	m	m	m	m	m	ISCED 34	m	m

Source

Data not available

Explanatory notes

Luxembourg School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Top level	Incidental payment	All	1/173 of the monthly salary is paid for every supplementary hour of work.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	
Successful completion of CPD	Top level	Progression in pay range	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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

Hungary

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	BA (ISCED 6) <i>óvodapedagógus</i> /kindergarten teacher	7 195	8 426	9 050	11 859	m	42
ISCED 1	BA (ISCED 6) <i>tanító</i> /primary teacher	7 195	8 426	9 050	11 859	m	42
ISCED 24	MA (ISCED 7) <i>tanár</i> /teacher	7 195	9 363	10 056	13 177	m	42
ISCED 34	MA (ISCED 7) <i>tanár</i> /teacher	7 195	9 363	10 056	13 177	m	42

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

The Act on the central budget issued in 2018 No L. for the Central Budget 2019 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2018 regulates the amount for 2019 62§). The Act on general education (65§) and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

Explanatory notes

Act on the central budget for 2019 issued in 2018 No L.: stipulates an amount of HUF 101 500 for further calculation. The Act on general education prescribes the percentage applied in case of a bachelor's and master's qualification, by which the salary base can be calculated (101 500 multiplied with the given percentage effective in the given reference year).

The Act on general education (Annex 7.) regulates the pay scale, the percentage by which the salary base has to be multiplied depending on the number of years spent in teaching and the teacher category (promotion levels: Fully qualified trainee teacher, Teacher 1, Teacher 2, Master Teacher, Researcher Teacher).

The reported salaries refer to category Teacher 1.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64		Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	11 214	8 653	9 997	11 962	12 884	ISCED 02	10 167	11 219
ISCED 1	11 706	8 694	10 324	12 307	13 270	ISCED 1	11 542	11 736
ISCED 24	11 706	8 694	10 324	12 307	13 270	ISCED 24	11 542	11 736
ISCED 34	12 730	9 379	11 363	13 281	14 514	ISCED 34	12 651	12 771

Source

Annual statistical survey on individual earning was carried out in October by the Hungarian Central Statistical office (Structure of earnings survey). The survey covers all institutions and teachers in the public sector.

Explanatory notes

Pre-primary data include teachers in NACE 85.1 and ISCO 2342. Primary and lower secondary teachers include teachers in NACE 85.2, 85.3 and ISCO 2341. The actual salary figures under primary level refer to teachers teaching at primary and lower secondary levels with no distinction between education levels. Upper secondary school teachers include teachers in NACE 85.3 and ISCO 2330. Actual salaries of teachers teaching at ISCED2 in 8- and 6- year *gimnázium* are in the primary category.

Hungary

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	All	For performing management tasks, teachers get an allowance defined as a percentage of part of their salary, which depends on their qualification level (HUF 182 700 a month for the bachelor and for HUF 203 000 for a master's degree): - Deputy school head/s: 20-40 % - Team leaders of working groups of teachers: 5-10 % - School/kindergarten division head/s: 20-40 - Deputy head/s of school/kindergarten division/s: 20 %
Teaching more classes or hours than required by full-time contract	More than one	Incidental payment	All	Regulation stipulates a framework amount of lessons, if the maximum is exceeded, extra payment is given. Amount is up to the maintainer of individual schools.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	It is included in the base salary if it is in the compulsory teaching time (22-26 lessons a week [45 minutes]). If it is above, the teacher receives overtime compensation.
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	Top level	% of salary	All	Teachers can get between 10 and 30 % of part of their base salary, which depends on their qualification level (HUF 182 700 for the bachelor and HUF 203 000 for a master's degree).
Supporting mentoring / induction programmes	a	a	All	No extra payment. The school head may decide on it as part of the compulsory non-teaching time at school (up to 32 hours).
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Local	Regular additional payment	All	Local authorities may raise the base salary of teachers for their outstanding performance.
Other				

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	5-10 % of the base salary
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	All	10-30 % of the base salary
Other	Top level	% of salary	All	Allowance for teaching ethnic minority classes in an ethnic minority language: 10-40 % of the base salary.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Regular additional payment	All	Allowance for former school head/s (for 10 years or more) who continue teaching at the same school: 25 % of his/her former school head allowance.

Source

The Act on the central budget issued in 2018 No L. for the Central Budget 2019 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2018 regulates the amount for 2019 62§). The Act on general education (65§) and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

Hungary

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	BA (ISCED 6) and at least 4 year teaching practice plus school head qualification
ISCED 1	BA (ISCED 6) and at least 4 year teaching practice plus school head qualification
ISCED 24	MA (ISCED 7) and at least 4 year teaching practice plus school head qualification
ISCED 34	MA (ISCED 7) and at least 4 year teaching practice plus school head qualification

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public schools	9 987	21 534	m
ISCED 1	All public schools	9 987	21 534	m
ISCED 24	All public schools	9 987	23 927	m
ISCED 34	All public schools	11 096	23 927	m

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

The Act on the central budget issued in 2018 No L. for the Central Budget 2019 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2018 regulates the amount for 2019 62§). The Act on general education (65§) and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

Explanatory notes

At ISCED 02 and 1, the minimum is the salary of a teacher with 4 years of experience and the 40 % of the salary base for a bachelor's degree (HUF 182 700) and the maximum is the salary of a 'Researcher Teacher' with at least 42 years of experience plus the 80 % of the salary base for a bachelor's degree (HUF 182 700). At ISCED 24, the minimum is the salary of a teacher with 4 years of experience and the 40 % of the salary base for a bachelor's degree (HUF 182 700) and the maximum is the salary of a 'Researcher Teacher' with at least 42 years of experience plus the 80 % of the salary base for a master's degree (HUF 203 000). At ISCED 34, the minimum is the salary of a teacher with 4 years of experience and the 40 % of the salary base for a master's degree (HUF 203 000) and the maximum is the salary of a 'Researcher Teacher' with at least 42 years of experience plus the 80 % of the salary base for a master's degree (HUF 203 000).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	15 126	11 558	13 170	15 201	16 475	13 088	15 133
ISCED 1	15 620	11 691	13 039	15 683	17 026	16 023	15 526
ISCED 24	0	0	0	0	0	0	0
ISCED 34	16 881	12 700	14 386	17 012	18 125	17 335	16 653

Source

Annual statistical survey on individual earning was carried out in October by the Hungarian Central Statistical office (Structure of earnings survey). The survey covers all institutions and teachers in the public sector.

Explanatory notes

Pre-primary data include educational managers in NACE 85.1 and ISCO 1345. Primary and lower secondary educational managers include teachers in NACE 85.2 and ISCO 1345. The actual salary figures shown under primary education refer to school heads in single structure primary and lower secondary schools. Upper secondary school heads include teachers in NACE 85.3 and ISCO 1345. Furthermore, ISCO 1345 consists of other occupations than Educational Manager. Actual salaries at upper secondary level include actual school head salaries in 4-, 6- and 8-year *gimnazium*.

Hungary

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	As teachers, school heads teaching students with special educational needs (in mainstream classes) also receive 5-10 % of the base salary.
Schools in disadvantaged, remote or high-cost areas	a	a	All	As teachers, school heads also receive 10-30 % of the base salary.
Other	a	a	All	As teachers, school heads teaching ethnic minority classes in an ethnic minority language receive 10-40 % of the base salary.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

The Act on the central budget issued in 2018 No L. for the Central Budget 2019 (The Act on the central budget stipulates a base for calculation every year, Act on the central budget of 2018 regulates the amount for 2019 62§). The Act on general education (65§) and the government decree 326/2013 define the calculation methods and set the statutory salary of teachers in public schools.

Malta

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Education diploma (ISCED 4), a one-year probationary period and successful completion of a one-year probationary period	19 615	23 840	24 655	24 655	100 %	12
ISCED 1	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	23 927	27 494	28 468	32 548	93 %	19
ISCED 24	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	23 927	27 494	28 468	32 548	94 %	19
ISCED 34	Bachelor's degree in education, (ISCED 6) and successful completion of one-year probationary period	23 927	27 494	28 468	32 548	100 %	19

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

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

Explanatory notes

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

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	22 931	22 533	24 157	23 764	21 716	19 446	22 943
ISCED 1	27 571	25 421	27 802	32 090	29 653	28 652	27 411
ISCED 24	27 090	23 545	27 287	31 373	30 667	28 374	26 520
ISCED 34	30 743	26 831	29 896	32 723	31 908	31 077	30 478

Source

Payroll databases used by the Directorate for Human Resources (Ministry for Education) and the Foundation for Educational Services.

Explanatory notes

The actual salary figures are based on the weighted average of actual salaries received by teachers, including all allowances and payments for extra optional duties.

Malta Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Collective agreement	Progression in pay range	1, 24, 34	Upon appointment, a head of department shall proceed to salary scale 6 – and also has a reduced teaching load.
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	Collective agreement	Incidental payment	All	Pre-primary educators and teachers may apply to perform extracurricular duties on a voluntary basis. Payment rates for early morning supervision of students duties are provided by the sectoral agreement (€11.75 per hour in 2020) while payment rates for after school duties (known as Club 3-16) and summer school are established by the Foundation for Educational Services (FES).
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	Qualification Allowances (per annum paid in each salary payment) Doctorate: €1100; Masters: €800; Bachelor: €500; Diploma: €380
Successful completion of CPD	Collective agreement	Progression in pay range	1, 24, 34	Progression of a teacher to the next salary scale may be accelerated from eight to six years, if a teacher accumulates an aggregate of 360 hours of recognised self-sought Continuous Professional Development (CPD) time over six years.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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

Malta

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 200 pupils	34 862	36 784	34 %
ISCED 1	Less than 200 pupils	34 862	36 784	34 %
ISCED 24	Less than 200 pupils	34 862	36 784	12 %
ISCED 34	Less than 200 pupils	34 862	36 784	33 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 800 pupils	36 045	37 967	0 %
ISCED 1	More than 800 pupils	36 045	37 967	0 %
ISCED 24	More than 800 pupils	36 045	37 967	4 %
ISCED 34	More than 800 pupils	36 045	37 967	33 %

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	a	a	a
ISCED 24	Between 301 and 500 pupils	35 335	37 257	36 %
ISCED 34	a	a	a	a

	Authority level determining the statutory salaries of school heads
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

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

Explanatory notes

Following the coming into force in 2017 of the new Sectoral Agreement, school heads are now in salary scale 5 whereas previously they were pegged to salary scale 6. Newly appointed school heads, upon satisfactory performance, receive yearly increments to their salary for four years following which they reach the maximum of salary scale 5. The reported statutory salaries include, the management allowance, an allowance of €51 252 per year (received by all public sector employees), a class allowance (€4633) and a 'Work Resources Fund' (€638), which were introduced in January 2018 as part of the sectoral agreement. The latter two figures are those applicable for 2020. The proportion of school heads paid according to each salary range at ISCED 24 is calculated based on the number of all school heads working in schools providing only ISCED 2 or ISCED 2 and ISCED 3 in compulsory education. While the proportion of school heads paid according to each salary range at ISCED 34 is based on the number of school heads in schools providing post-compulsory education at ISCED 3. The post-compulsory ISCED 3 level school administered by the University of Malta is not taken into consideration in this report.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	39 495	a	40 022	39 549	39 255	39 790	39 357
ISCED 1	39 495	a	40 022	39 549	39 255	39 790	39 357
ISCED 24	40 392	a	37 438	40 779	40 674	40 372	40 411
ISCED 34	38 972	a	0	38 835	39 040	38 972	0

Source
Payroll databases used by the Directorate for Human Resources (Ministry for Education) and the Foundation for Educational Services.

Explanatory notes

The actual salary figures are based on the weighted average of actual salaries received by school heads, including all allowances and payments for extra optional duties.

Malta

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	Top level	Incidental payment	All	School heads may apply to perform extracurricular duties on a voluntary basis. Payment rates for early morning supervision of students are provided by the sectoral agreement (€11.75 per hour in 2020) while payment rates for after school duties (known as Club 3-16) and summer school are established by the Foundation for Educational Services (FES).
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	Qualification Allowances (per annum paid in each salary payment) Doctorate: €1100; Masters: €800; Bachelor: €500; Diploma: €380
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

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

Netherlands

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher training program (ISCED 6)	39 504	52 041	60 939	73 201	100 %	18
ISCED 1	Teacher training program (ISCED 6)	39 504	52 041	60 939	73 201	100 %	18
ISCED 24	Teacher training program (ISCED 6 or ISCED 7)	39 806	60 593	69 554	81 219	100 %	m
ISCED 34	Teacher training program (ISCED 7)	39 806	60 593	69 554	81 219	100 %	m

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

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

For primary education: https://www.poraad.nl/files/werkgeverszaken/def_cao_primair_onderrwijs_2019-2020.pdf

For secondary education: <https://www.vo-raad.nl/themas/cao-vo>

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

Explanatory notes

The statutory salary reported in the data collection is the total statutory salary of a year (allowances included), weighted by the ratio in salary scales on 1 October 2019 for all the categories if applicable.

ISCED 02 and 1: Weighted salary 10 years and 15 years is: $(71,4/100 \times L10) + (28,1/100 \times L11) + (0,5 \times L12)$. The salaries of the three salary scales are the same countrywide.

ISCED 24 and 34: Weighted salary start, 10 years and 15 years is: $(41,5/100 \times LB) + (33,1/100 \times LC) + (25,4/100 \times LD)$. Unweighted maximum salary is LD. The salaries of the three salary scales are the same countrywide. In the Randstad area (Urban region in the western part of the Netherlands), more teachers have a higher salary scale (*Randstadregeling*).

Unweighted maximum-salary (scale LD) and the weighted one for the start and 10 years (scales LB, LC and LD).

Most of the teachers in secondary education teach at ISCED level 2 and ISCED level 3.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	56 127	47 911	58 742	60 180	60 927	55 552	56 216
ISCED 1	56 127	47 911	58 742	60 180	60 927	55 552	56 216
ISCED 24	65 212	51 504	67 517	70 070	72 251	66 406	64 053
ISCED 34	65 212	51 504	67 517	70 070	72 251	66 406	64 053

Source

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

For primary education: https://www.poraad.nl/files/werkgeverszaken/def_cao_primair_onderrwijs_2019-2020.pdf. For secondary education: <https://www.vo-raad.nl/themas/cao-vo>

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

Explanatory notes

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

The level of attainment is acquired by questionnaires.

Netherlands Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	m	All	It is impossible to specify the amount of the allowances. It is the responsibility of the individual school board how this is arranged.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	This depends on an agreement between the school leader and the teacher and is only possible to a maximum of 1.20 fte.
Student counselling	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. It's up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Running extracurricular activities	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. Summer schools are not the responsibility of the school (not applicable).
Providing support or training for other teachers	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers.
Form teacher / tutor responsibilities	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. It's up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Supporting mentoring / induction programmes	School level	m	All	Other tasks than teaching are determined by the school leader and the teachers. It's up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	School level	m	All	It's up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Successful completion of CPD	School level	m	All	It's up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Outstanding performance in teaching	School level	m	All	It's up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	School level	m	All	It's up to the school (leader) to decide if this teacher can get an allowance (or higher salary scale).
Teaching in a disadvantaged, remote or high-cost areas	School level	m	All	Schools with special high SES students get more money. It's up to the school how this will be spend.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	No difference in payment
Family status	a	a	All	
Other	a	a	All	

Source

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

For primary education: https://www.poraad.nl/files/werkgeverszaken/def_cao_primair_onderwijs_2019-2020.pdf

For secondary education: <https://www.vo-raad.nl/themas/cao-vo>

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

Netherlands

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Competence requirement ('Schooleidersregister PO vastgestelde bekwaamheidseisen')
ISCED 1	Competence requirement ('Schooleidersregister PO vastgestelde bekwaamheidseisen')
ISCED 24	School boards decide on the minimum qualification requirements
ISCED 34	School boards decide on the minimum qualification requirements

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Salary scale D11 for schools with less than 200 students	48 968	69 310	10 %
ISCED 1	Salary scale D11 for schools with less than 200 students	48 968	69 310	10 %
ISCED 24	Salary scale 12	51 480	81 120	19 %
ISCED 34	Salary scale 12	51 480	81 120	19 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Salary scale D13 for schools with 400 students or more	52 375	89 604	24 %
ISCED 1	Salary scale D13 for schools with 400 students or more	52 375	89 604	24 %
ISCED 24	Salary scale 16	80 880	114 240	5 %
ISCED 34	Salary scale 16	80 880	114 240	5 %

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range	Authority level determining the statutory salaries of school heads	
ISCED 02	Salary scale D12 for schools with between 200 and 399 students	50 649	77 771	65 %	ISCED 02	Collective agreement
ISCED 1	Salary scale D12 for schools with between 200 and 399 students	50 649	77 771	65 %	ISCED 1	Collective agreement
ISCED 24	Salary scale 13	62 160	86 520	29 %	ISCED 24	Collective agreement
ISCED 34	Salary scale 13	62 160	86 520	29 %	ISCED 34	Collective agreement

Source

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

For primary education: https://www.poraad.nl/files/werkgeverszaken/def_cao_primair_onderwijs_2019-2020.pdf

For secondary education: <https://www.vo-raad.nl/themas/cao-vo>

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

Explanatory notes

Total year salary, allowances included. Salary based on collective labour agreement.

ISCED 01 and 2: With the new collective agreement, the additional school head allowance has been made a part of the statutory salary.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	76 327	63 408	72 718	77 234	79 552	77 872	75 278
ISCED 1	76 327	63 408	72 718	77 234	79 552	77 872	75 278
ISCED 24	90 532	74 370	85 348	90 609	92 717	90 562	90 474
ISCED 34	90 532	74 370	85 348	90 609	92 717	90 562	90 474

Source

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

For primary education: https://www.poraad.nl/files/werkgeverszaken/def_cao_primair_onderwijs_2019-2020.pdf

For secondary education: <https://www.vo-raad.nl/themas/cao-vo>

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

Explanatory notes

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

The level of attainment is acquired by questionnaires.

Netherlands School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	School level	m	All	School boards decide on these allowances.
Working overtime	School level	m	All	School boards decide on these allowances.
Student counselling	School level	m	All	School boards decide on these allowances.
Running extracurricular activities	School level	m	All	School boards decide on these allowances.
Providing support or training for other teachers	School level	m	All	School boards decide on these allowances.
Form teacher / tutor responsibilities	School level	m	All	School boards decide on these allowances.
Supporting mentoring / induction programmes	School level	m	All	School boards decide on these allowances.
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	School level	m	All	School boards decide on these allowances.
Successful completion of CPD	School level	m	All	School boards decide on these allowances.
Outstanding performance	School level	m	All	School boards decide on these allowances.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	School level	m	All	School boards decide on these allowances.
Schools in disadvantaged, remote or high-cost areas	School level	m	All	School boards decide on these allowances.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	School level	m	All	School boards decide on these allowances.
Family status	a	a	All	
Other	a	a	All	

Source

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

For primary education: https://www.poraad.nl/files/werkgeverszaken/def_cao_primair_onderwijs_2019-2020.pdf

For secondary education: <https://www.vo-raad.nl/themas/cao-vo>

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

Austria

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	m	m	m	m	m	m	m
ISCED 1	Bachelor of Education (ISCED 6)	38 414	41 580	46 156	67 287	100 %	34
ISCED 24	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 1 year induction programme	38 224	43 408	48 325	71 846	100 %	34
ISCED 34	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 1 year induction programme	38 325	46 780	52 635	76 420	100 %	34

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	m
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

Beginning with 2019/20, starting teachers are compulsorily employed under the new payment scheme (implemented in 2015).

Pre-primary education is largely provided in kindergartens, for which there are no data available. The remaining minority of pre-primary schools are integrated in primary schools. Data on these teachers are the same as for ISCED 1. At ISCED 34, vocational programmes are included.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	m	m	m	m	m	ISCED 02	m	
ISCED 1	51 860	39 219	45 864	57 129	65 951	ISCED 1	47 756	52 185
ISCED 24	58 483	41 770	49 446	61 895	74 153	ISCED 24	58 483	58 483
ISCED 34	66 081	45 330	56 190	68 095	80 786	ISCED 34	68 791	63 833

Source

Management Information Systems, not publicly available

Explanatory notes

The actual average salaries were calculated for full-time equivalent teachers. Headmasters, deputies and assistants as well as heads of departments are excluded. Pre-primary education is largely provided in kindergartens, for which there are no data available. The remaining minority of pre-primary schools are integrated in primary schools. Data on these teachers are the same as for ISCED 1. At ISCED 34, vocational programmes are included.

Austria

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	34	Head of department: 67 % of head's allowance Administrative support of head: 33 % or 50 % of head's allowance depending on the type of school
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	1.3 % of the monthly salary per teaching-hour
Student counselling	Top level	Regular additional payment	24, 34	Between €81 and €323 per month depending on the school size
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Regular additional payment	24	Coordination of teachers: between €86 and €103 per month depending on the school size
Form teacher / tutor responsibilities	Top level	Regular additional payment	All	Between €95 and €210 per month depending on level of education/type of school for 10 month a year
Supporting mentoring / induction programmes	Top level	Regular additional payment	All	Between €120 and €201 per month depending on the number of starting teachers
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Top level	Incidental payment	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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

Austria

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	a
ISCED 1	Bachelor of Education (ISCED 6) + 5 years teaching
ISCED 24	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 5 years teaching
ISCED 34	Bachelor of Education (ISCED 6) / Master's degree (ISCED 7) + 6 years teaching

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	Small school (1 class)	42 198	72 492	0 %
ISCED 24	Small school (1 class)	42 198	72 492	0 %
ISCED 34	Small school (1 to 3 classes)	55 565	93 851	0 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Large school (more than 60 classes)	50 184	84 577	0 %
ISCED 24	Large school (more than 60 classes)	50 184	84 577	0 %
ISCED 34	Large school (more than 60 classes)	63 724	106 167	6 %

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	4-7 classes	44 967	76 698	36 %
ISCED 24	8-9 classes	45 741	77 858	32 %
ISCED 34	13-21 classes	60 585	101 425	30 %

	Authority level determining the statutory salaries of school heads
ISCED 02	a
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

Explanatory notes

Pre-primary education is largely provided in kindergartens, for which there are no data available. The remaining minority of pre-primary schools are integrated in primary schools. Data on these school heads are the same as for ISCED 1. At ISCED 34, vocational programmes are included.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	73 394	48 179	58 521	70 922	80 261	72 339	73 594
ISCED 24	79 260	49 257	61 485	74 476	84 679	80 020	78 513
ISCED 34	96 780	52 234	74 234	89 466	103 158	98 062	94 768

Source

Management Information Systems, not publicly available

Explanatory notes

Mean of the school heads' monthly compensations over a school year. At ISCED 34, vocational programmes are included.

Austria**School Heads****Allowances****Allowances related to other tasks and responsibilities**

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

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Poland

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550)	7 424	8 326	10 094	10 518	0 %	20
ISCED 1	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550)	7 424	8 326	10 094	10 518	0 %	20
ISCED 24	Teacher training college diploma or Foreign language teacher training college diploma (ISCED-A 550)	7 424	8 326	10 094	10 518	0 %	20
ISCED 34	Master's degree with pedagogical training (ISCED-A 760)	8 076	10 777	13 153	13 710	99 %	20

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's degree with pedagogical training (ISCED-A 760)	8 076	10 777	13 153	13 710	93 %	20
ISCED 1	Master's degree with pedagogical training (ISCED-A 760)	8 076	10 777	13 153	13 710	98 %	20
ISCED 24	Master's degree with pedagogical training (ISCED-A 760)	8 076	10 777	13 153	13 710	97 %	20
ISCED 34	a	a	a	a	a	a	a

Authority level determining the statutory salaries of teachers

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

Source

School Education Information System database (SIO) administered by the Ministry of Education and Science;

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

Explanatory notes

Annual statutory teacher salaries include additional payments that constitute a regular part of the annual base salary such as the seniority allowance, the 13th pay and holiday benefits.

In case of teachers with 10 years of experience, calculation was based on the salary of teachers who are classified as 'appointed teachers' on the professional promotion scale.

In case of teachers with 15 years of experience, calculation was based on the salary of the teachers, who are classified as 'chartered teachers' on the professional promotion scale.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

School Education Information System database (SIO) administered by the Ministry of Education and Science;

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

Explanatory notes

Due to the ongoing coronavirus epidemic, temporary limitation of the functioning of education system units in school year 2019/20 (not all teachers were fully paid – some teachers were not entitled to all allowances or received demurrage wages), as well as the method of collecting data on teachers' salaries in School Education Information System database (8 month and annual settlement), it is not possible to present the actual salaries of teachers for year 2019/20. Incomplete calculation results may lead to misinterpretation of the survey.

Poland Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	More than one	Progression in pay range	All	Entitlement is decided at the central level, but the amount is decided by local authorities.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	More than one	Progression in pay range	1, 24, 34	Entitlement is decided at the central level, but the amount is decided by local authorities. Since school year 2019/20, the minimum amount of the allowance (PLN 300) for ISCED 1-3 is decided at the central level (relevant provisions in Act of 26 January 1982 – The Teachers' Charter). For ISCED 0 level, the amount of allowance is decided by local authorities.
Supporting mentoring / induction programmes	More than one	Progression in pay range	All	Entitlement is decided at the central level, but the amount is decided by local authorities.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	More than one	Incidental payment	All	Teachers' performance is evaluated by a school head on the basis of observations carried out during the teacher's classes and pupils' results. The school head may also ask the parents' council and the pupils' self-government for an opinion.
Other	More than one	Progression in pay range	All	Motivation incentive for teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, outstanding performance of duties, and implementation of the educational priorities of the school governing body in accordance with local education policy into the school life). The amount is defined at local level and the decision is taken by the school head.

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	All	10 % of the base salary paid to teacher monthly for teaching in rural areas or towns with no more than 5 000 inhabitants.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Incidental payment	All	Service anniversary award: for 20 years of work – 75 % of monthly remuneration; for 25 years of work – 100 % of monthly remuneration; for 30 years of work – 150 % of monthly remuneration; for 35 years of work – 200 % of monthly remuneration; for 40 years of work – 250 % of monthly salary.

Source

Act of 26 January 1982 – The Teachers' Charter (with further amendments)

Poland

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head

ISCED	Minimum qualification to become a school head
ISCED 02	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660) + 5-year teaching experience
ISCED 1	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660) + 5-year teaching experience
ISCED 24	Bachelor's degree or Bachelor of Applied Science degree with pedagogical training (ISCED-A 660) + 5-year teaching experience
ISCED 34	Master's degree with pedagogical training (ISCED-A 760) + 5-year teaching experience

Single or lowest salary range (when more than one)

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	11 480	14 434	100 %
ISCED 1	a	11 793	14 739	100 %
ISCED 24	a	11 793	14 739	100 %
ISCED 34	a	13 434	16 811	100 %

Highest salary range

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

Most prevalent range (when none of the above)

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

Authority level determining the statutory salaries of school heads

ISCED	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Data on gross annual statutory salaries are from the Act of 26 January 1982 Teachers' Charter (with further amendments) plus executive regulations related to salaries. Regulation by the Minister of National Education of 11 August 2017 on the requirements to be met by a person holding a school head's position and another managerial position in a public kindergarten, public primary school, public secondary school and any other public educational institution.

Explanatory notes

Starting/minimum statutory salary includes the base salary, the additional annual remuneration, the years in service allowance (6 %), the holiday allowance and the post-related allowance (average amount of post-related allowance according to School Education Information System (SIO)).

The maximum statutory salaries of school heads was calculated as the sum of basic salary and bonuses that constitute a regular part of the annual basic salary like seniority allowance, 13th month and holiday benefits. The actual data on position allowances for school heads is collected in the administrative data base (School Education Information System, SIO).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

ISCED	School heads					Male school heads		Female school heads	
	aged 25-64	aged 25-34	aged 35-44	aged 45-54	aged 55-64	aged 25-64	aged 25-64		
ISCED 02	m	m	m	m	m	m	m	m	
ISCED 1	m	m	m	m	m	m	m	m	
ISCED 24	m	m	m	m	m	m	m	m	
ISCED 34	m	m	m	m	m	m	m	m	

Source

School Education Information System (SIO)

Explanatory notes

Due to the ongoing coronavirus epidemic, temporary limitation of the functioning of education system units in school year 2019/20 (not all teachers were fully paid – some teachers were not entitled to all allowances or received demurrage wages), as well as the method of collecting data on teachers' salaries in School Education Information System database (8-month and annual settlement), it is not possible to present the actual salaries of teachers for year 2019/20. Incomplete calculation results may lead to misinterpretation of the survey.

Poland

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	More than one	Incidental payment	All	The amounts are specified in regulations of the central, regional and local authorities. The school head is assessed for achievements in education quality by, for instance, creating conditions for developing students' aptitudes and abilities, providing support to teachers in carrying out their tasks and ensuring safety for students and teachers. The evaluation of a school head is carried out by the body in charge of pedagogical supervision in agreement with the local authority.
Other	More than one	Regular additional payment	All	The Motivation incentive (management performance appraisal) is specified in central regulations and the amount of the allowance is decided at local level. In March 2018, the actual average value of the motivation incentive for all Polish school heads amounted to PLN 593 per month.

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	% of salary	All	10 % of the base salary paid to school head monthly for working in rural areas or towns with no more than 5 000 inhabitants.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Incidental payment	All	Service anniversary award: for 20 years of work – 75 % of monthly remuneration; for 25 years of work – 100 % of monthly remuneration; for 30 years of work – 150 % of monthly remuneration; for 35 years of work – 200 % of monthly remuneration; for 40 years of work – 250 % of monthly salary.

Source

Act of 26 January 1982 – The Teachers' Charter (with further amendments).

Regulation by the Minister of National Education of 11 August 2017 on the requirements to be met by a person holding a school head's position and another managerial position in a public kindergarten, public primary school, public secondary school and any other public educational institution.

Portugal

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 351	27 198	28 857	48 245	100 %	34
ISCED 1	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 351	27 198	28 857	48 245	100 %	34
ISCED 24	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 351	27 198	28 857	48 245	100 %	34
ISCED 34	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7), ITE (concurrent or consecutive), successful completion of probationary period and induction programme	22 351	27 198	28 857	48 245	100 %	34

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

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

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

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

Explanatory notes

Data refers to full-time equivalent teachers from public schools under the tutelage of the Ministry of Education, excluding vocational schools. However, at secondary level, teachers

may teach general and/or vocational courses. Regardless of the entry qualifications and the education level, all teachers are paid on the same salary range, which consists of ten levels of four years each, except the 5th level which lasts two years. The criteria ruling salary progression include participation in professional development activities and quotas. Lower and upper secondary teachers belong to the same formal group (i.e. *professores do 3.º ciclo do ensino básico e do ensino secundário*). For this data collection, each teacher has been classified in the ISCED level in which his/her teaching load is higher.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	32 467	22 315	24 656	28 556	35 716	30 336	32 482
ISCED 1	29 488	22 121	24 057	27 469	35 858	30 198	29 322
ISCED 24	29 224	21 565	24 755	27 601	34 351	29 005	29 288
ISCED 34	31 484	21 940	24 592	28 144	36 508	30 901	31 764

Source

Ministry of Education (administrative data); Education Statistics

Explanatory notes

The average annual gross salary has been calculated on the basis of salaries paid in May 2018. Allocation of teachers in lower or upper secondary education has been made according to their respective teaching load.

Portugal

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	More than one	Statutory duty	All	Deputy heads, heads of curricular departments, class coordinators and teachers with other management responsibilities have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	Teachers are paid overtime work for the hours they teach beyond the statutorily established. The cost per hour depends on the position in the teaching career and the number of overtime hours (25 % for the first hour and 50 % for the second or more hours).
Student counselling	More than one	Statutory duty	All	Teachers responsible for 'specific tutorial support' to students have their teaching time reduced. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Running extracurricular activities	More than one	Statutory duty	All	Teachers running extra-curricular activities may receive a reduction in teaching time. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Providing support or training for other teachers	More than one	Statutory duty	All	Teacher trainers receive a reduction in teaching time, during the time they hold the task. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Form teacher / tutor responsibilities	More than one	Statutory duty	All	Class tutors' coordinators and class tutors have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Supporting mentoring / induction programmes	More than one	Statutory duty	All	Teachers responsible for mentoring/induction programmes have their teaching time reduced during the time they hold the position. The school board defines the criteria to distribute the amount of time statutorily defined among these and other additional tasks and responsibilities.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	All teachers enter the teaching profession with ISCED 7 qualifications and begin at level 1 (Index 167). Teachers who obtain a masters or a doctoral degree after entering the profession and get an evaluation score of 'Good' or higher are rewarded with a bonus corresponding to 1 year or 2 years, respectively, in career progression.
Successful completion of CPD	Top level	Progression in pay range	All	In order to progress in the career, teachers have to complete a certain amount of CPD. Salary progression occurs every four years and 50 hours of CPD is a requirement for that, except progression from level 5 to level 6 which requires just 2 years and 25 CPD hours (Decree-law 41/2012, 21 February). In case of non-successful completion, the teacher will not progress in the teaching career.
Outstanding performance in teaching	Top level	Progression in pay range	All	Teachers that are appraised with Excellent (<i>Excelente</i>) or Very Good (<i>Muito Bom</i>) may progress faster in their careers.
Other	a	a	All	

Allowances related to teaching conditions

	Auth. lvl	Type of comp.	ISCED	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Auth. lvl	Type of comp.	ISCED	Explanatory notes
Residence / accommodation allowance	Local	Regular additional payment	All	It is stressed that this is not a national policy, but a support made available to teachers by some municipalities.
Family status	a	a	All	
Other	a	a	All	

Source

Basis: Teaching Career Statute (Law nr. 80/2013, 28 November)

<https://www.dgae.mec.pt/gestrechumanos/pessoal-docente/carreira/carreira-docente/>

Portugal

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7) + 5 years of teaching experience
ISCED 1	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7) + 5 years of teaching experience
ISCED 24	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7) + 5 years of teaching experience
ISCED 34	Pre-Bologna 'Licenciatura' or Post-Bologna 'Mestrado' (ISCED 7) + 5 years of teaching experience

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	School/school cluster with 300 or less students enrolled	27 430	50 645	57 %
ISCED 1	School/school cluster with 300 or less students enrolled	27 430	50 645	57 %
ISCED 24	School/school cluster with 300 or less students enrolled	27 430	50 645	57 %
ISCED 34	School/school cluster with 300 or less students enrolled	27 430	50 645	57 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	School/school cluster with 1501 or more students enrolled.	34 030	57 245	41.7 %
ISCED 1	School/school cluster with 1501 or more students enrolled.	34 030	57 245	41.7 %
ISCED 24	School/school cluster with 1501 or more students enrolled.	34 030	57 245	41.7 %
ISCED 34	School/school cluster with 1501 or more students enrolled.	34 030	57 245	41.7 %

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

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

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

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

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

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	41 202	a	33 388	36 942	45 813	41 271	41 118
ISCED 1	41 202	a	33 388	36 942	45 813	41 271	41 118
ISCED 24	41 202	a	33 388	36 942	45 813	41 271	41 118
ISCED 34	41 202	a	33 388	36 942	45 813	41 271	41 118

Source

Ministry of Education (administrative data); Education Statistics

Explanatory notes

Average annual gross salaries have been calculated on the basis of the salaries paid in May 2018. As the same school/school cluster could teach programmes of various ISCED levels, the same value was considered to all ISCED levels.

Portugal

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

i) Education Financial Management Institute; ii) Directorate-General for Education and Science Statistics

Romania

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 969	10 520	11 149	15 913	90 %	40
ISCED 1	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 969	10 520	11 149	15 913	90 %	40
ISCED 24	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 969	10 520	11 149	15 913	100 %	40
ISCED 34	Bachelor's degree (ISCED 5), including module on psycho-pedagogy	8 969	10 520	11 149	15 913	100 %	40

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law of National Education 1/2011, Law 153/2017 with its subsequent amendments and additions and Law 80/2018 for approval of OUG 90/2017, at 39 and OUG 114/2019

Explanatory notes

Profesor debutant, profesor cu definitivare, profesor gradul I and II are all paid on the reported salary range, where seniority grade depends on the career level.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	12 101	9 423	11 838	13 144	13 998	m	m
ISCED 1	12 526	9 308	12 240	14 047	14 509	m	m
ISCED 24	12 381	9 273	11 977	13 703	14 572	m	m
ISCED 34	12 481	9 147	12 010	13 904	14 864	m	m

Source

Minister of Education, EduSAL <https://edusal.edu.ro/>

Explanatory notes

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

Romania

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	(i) If a teacher works more than 9 extra hours per week (i.e. half of the standard number of hours), he/she is paid according to the system of multiple positions (or contracts); (ii) If a teacher works less than 9 extra hours, he/she is paid according to the pay per hour. The gross monthly salary is divided by 72 hours and multiplied by the number of extra hours.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	% of salary	All	Between 10 and 25 % of the basic salary, depending on the number of hours dedicated to activities connected with the coordination of the pedagogical practical training of future teachers.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	School level	% of salary	All	The gross monthly salary is divided by 72 hours and multiplied by the number of hours.
Other	Top level	% of salary	All	Pay for participation in the National Boards established for examinations taking place at a national level: the National Tests (for students who complete grade 8, at the end of lower secondary education), the Baccalaureate (for high-school graduates), the examination for teaching positions with tenure, the examination for the Definitive Teaching Degree. The gross monthly salary is divided by 72 hours and multiplied by the number of hours.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	% of salary	All	Increase of 15 %
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	All	Between 5 and 20 % increase
Other	Top level	% of salary	All	Increase of 10 % (an increment for neuropsychological stress amounting to 10 % of the basic salary)

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Incidental payment	All	An induction bonus equal to a basic salary is given in the first years of activity for those who enter the education system and come from other locations.
Family status	a	a	All	
Other	Top level	Regular additional payment	All	Under Article 18 of Law 153/2017, as from 2019, the education staff (all staff paid from the public budget) benefits from an annual meal allowance equalling two national minimum gross basic salaries, amounting to 347 lei/ month. According to Article 26, paragraphs (4) and (5) of Law 153/2017, the education staff (all staff paid from the public budget) benefits from holiday vouchers, amounting to the national minimum gross basic salary, precisely 1450 lei/year.

Source

Law of National Education 1/2011, Law 153/2017 with its subsequent amendments and additions and Law 80/2018 for approval of OUG 90/2017, art 39

Romania

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head

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

Single or lowest salary range (when more than one)

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All schools	14 881	15 873	100 %
ISCED 1	All schools	15 759	15 759	100 %
ISCED 24	All schools	15 759	17 547	100 %
ISCED 34	All schools	17 547	18 309	100 %

Highest salary range

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

Most prevalent range (when none of the above)

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

Authority level determining the statutory salaries of school heads

ISCED	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law of National Education 1/2011; Law 153/2017 with its subsequent amendments and additions; GD no. 598 / 2018 with its subsequent amendments and additions for the approval of the Methodological Norms regarding the establishment of basic salaries for the didactic functions of the director and deputy director of the state pre-university education, as well as for the establishment of the categories of pre-university education units in the state where the auxiliary teaching positions of chief accountant and senior secretary, with S / M level of education, and the level of basic wages associated with them.

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

ISCED	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
	ISCED 02	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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Romania

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	School level	% of salary	All	(i) If a school head works more than 9 extra hours per week (i.e. half of the standard number of hours), he/she is paid according to the system of multiple positions (or contracts); (ii) If a school head works less than 9 extra hours, he/she is paid according to the pay per hour. The gross monthly salary is divided by 72 hours and multiplied by the number of extra hours.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	School level	% of salary	All	The gross monthly salary is divided by 72 hours and multiplied by the number of hours.
Other	Top level	% of salary	All	Pay for participation in the National Boards established for examinations taking place at national level: the National Tests (for students who complete grade 8, at the end of lower secondary education), the Baccalaureate (for high-school graduates), the examination for teaching positions with tenure, the examination for the Definitive Teaching Degree. The gross monthly salary is divided by 72 hours and multiplied by the number of hours.

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Top level	% of salary	All	Increase of 15 %
Schools in disadvantaged, remote or high-cost areas	Top level	% of salary	All	Between 5 and 20 % increase
Other	Top level	% of salary	All	Increase of 10 % (an increment for neuropsychological stress amounting to 10 % of the basic salary)

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Top level	Regular additional payment	All	Under Article 18 of Law 153/2017, as from 2019, the education staff (all staff paid from the public budget) benefits from an annual meal allowance equaling two national minimum gross basic salaries amounting to 347 lei/month. According to Article 26, paragraphs (4) and (5) of Law 153/2017, the education staff (all staff paid from the public budget) benefits from holiday vouchers, amounting to the national minimum gross basic salary, precisely 1 450 lei/year.

Source

Government Decision 598/2018 with its subsequent amendments and additions

Slovenia

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6) in pre-school education, at least 5 months experience, and the state professional examination	19 529	23 222	28 275	32 683	100 %	25
ISCED 1	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	19 529	24 078	29 333	35 202	100 %	25
ISCED 24	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	19 529	24 078	29 333	35 202	100 %	25
ISCED 34	Relevant master's degree (ISCED 7), at least 5 months experience, and the state professional examination	19 529	24 078	29 333	35 202	100 %	25

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

ISCED 02	More than one authority level
ISCED 1	More than one authority level
ISCED 24	More than one authority level
ISCED 34	More than one authority level

Source

Public Sector Salary System Act (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3328>),
Collective agreement for public sector (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234>),
Collective agreement for the education sector in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP19>),
Collective Agreement for non-commercial activities in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP11>),
Organization and Financing of Education Act (http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation_and_Financing_of_Education_Act_Oct_2016.pdf)

Explanatory notes

Legislation and collective agreements specify common salary bases of all employees in the public sector and also allowances and additional payments. There is a common salary scale with 65 salary grades. All posts are classified into salary grades. Until the end of October 2019, teachers at ISCED levels 1 to 2 and teachers in general programmes at ISCED 34 level were placed in grades 31 to 44, and since November 2019, 32 to 45. Pre-school teachers (ISCED level 0) were placed until the end of October in grades 31 to 42, and, since November 2019, 32 to 43. Primary and lower secondary education (ISCED 1 and 2) are provided in the same schools in an integrated programme, and ISCED 01 and 02 as well.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	21 372	m	m	m	m	m	m
ISCED 1	25 671	18 630	24 999	28 245	28 548	25 833	25 659
ISCED 24	26 349	18 750	24 684	28 380	28 617	26 493	26 316
ISCED 34	27 774	18 900	25 215	29 055	29 715	27 399	27 891

Source

ISCED 1, 24 and 34 levels: Statistical Office of the Republic of Slovenia – SURS (<https://www.stat.si/StatWeb/en>); ISCED 0 level: Information system for the transmission and analysis of salary data (ISPAP) of the Agency of the Republic of Slovenia for Public Legal Records and Related Services – AJPES (<https://www.ajpes.si/ispap/#>) Teachers by level of attainment: Statistical Office of the Republic of Slovenia – SURS (<https://www.stat.si/StatWeb/en>)

Explanatory notes

Data on the reported actual salaries refer to: at ISCED 02, pre-school teachers at ISCED 01 and 02; at ISCED 1, generalist (class) teachers; at ISCED 2, subject specialist teachers; at ISCED 34, general subjects teachers (in general and vocational upper secondary schools) and educators at residence halls for students. At ISCED 1, 2 and 34 levels, the reported actual salaries include the average of three monthly salaries in 2018 and nine in 2019 (provisional data). The calculations are based on the payments to teachers who worked full-time for the same employer the entire year (SURs). At ISCED 02, the reported actual salaries correspond to the sum of the average salaries of teachers at ISCED 01 and 02 in the school year 2018/19. Data include teachers of all ages (ISPAP). Data on the average annual actual teachers' salaries do not include all additional payments and allowances (annual holiday bonus, reimbursement for meals during work, reimbursement of travel expenses, long-service award (*jubilejna nagrada*)).

Slovenia

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	02, 1, 24	Head of a smaller kindergarten or branch unit of basic school: 5-12 % of basic salary
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	Overtime: 130 % of the basic salary hour rate per teaching hour. Payment is extremely rare and in exceptional cases only. According to the Article 144 of the Employment Relationship Act in exceptional cases upon the head teacher's request, the teacher is obliged to perform work exceeding full working time – overtime work.
Student counselling	a	Statutory duty	All	
Running extracurricular activities	Top level	Incidental payment	1, 24, 34	(I) Workshops, sports and other extracurricular activities for pupils: ISCED 1 and 2, €11.94 per teaching hour; ISCED 34, school receives €0.24 per student and head teacher decides on the entitlement. (II) Outdoor education: 20 % of the basic salary for 6 hours per day.
Providing support or training for other teachers	a	Statutory duty	All	
Form teacher / tutor responsibilities	Top level	Progression in pay range	1, 24, 34	Form teachers are placed one salary grade higher than the teachers without this task.
Supporting mentoring / induction programmes	Top level	% of salary	All	Mentorship allowance: 20 % of the basic salary for 4 teaching hours per week (10 months for teacher in induction or 2 months for teacher beginner).
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	More than one	Regular additional payment	All	The collective agreement sets an additional monthly payment at all ISCED levels for 1) academic specialization: €23.27, 2) (pre-Bologna) Master in Science: €36.21, and 3) doctor's degree: €59.47. The Public Sector Salary System Act and the collective agreement include an allowance for holding an educational qualification in three or more different subjects of 3 % of the basic salary hour rate for teaching hours (ISCED levels 1, 2 and 3).
Successful completion of CPD	a	Statutory duty	All	CPD is a professional duty and right according to the Organisation and Financing of Education Act and the Collective Agreement for Education in Republic of Slovenia.
Outstanding performance in teaching	Top level	% of salary	1, 24, 34	(I) Work performance from increased workload (additional teaching within full-time contract) – according to the Article 124 of the Organisation and Financing of Education Act, the head teacher may assign a teacher extra weekly teaching time but not for more than five lessons a week (not more than 38 weeks in school year), which is rewarded with an allowance of between 100 and 130 % of the basic salary hour rate per teaching hours. (II) Regular work performance allowances (based on appraisal) are provisionally taken out of teachers' salaries due to the austerity measures.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	Incidental payment	1, 24, 34	Additional teaching assistance offered to students with special education needs integrated in mainstream class or to migrant students: €11.94 per teaching hour.
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	Regular additional payment	All	Reimbursement of transportation cost from home to the school and back for teachers (if the distance is more than 2 km) – cost of public transport for days at work.
Other	Top level	% of salary	All	(I) Bilingual schools or schools with Italian language: 6 % of basic salary Top-level regulations set out an allowance for giving bilingual classes or classes in Italian language of 12-15 % of the basic salary. The Public Sector Salary System Act and the collective agreement include an allowance for teaching at in-hospital classes of 7 % of the basic salary hour rate for teaching hours (ISCED 0, 1 and 2) and an allowance for teaching in multi-grade classes of 7-10 % of the basic salary hour rate salary for teaching hours (ISCED 1 and 2). (II) Risky situations, hazards and special burdens (e.g. war danger, terrorist attacks, natural disaster, epidemics, especially above average at risk for own health or overburdened due to epidemic control): not more than 100 % of the basic salary hour rate per hour. The amount of the allowance is determined by the school head. The allowance is determined by the Public Sector Salary System Act and the collective agreement for public sector and additionally with the Act Determining the Intervention Measures to Contain the COVID-19 Epidemic and Mitigate its Consequences for Citizens and the Economy.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Collective agreement	Incidental payment	All	Long service award (<i>jubilejna nagrada</i>): payment to teachers for each decade of employment in public sector (10 years: €288.76; 20 years: €433.13; 30 and 40 years: €577.51), the award is 20 % higher for teachers who are members of trade union.

Source

Public Sector Salary System Act (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO3328>),

Collective agreement for public sector (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP234>),

Collective agreement for the education sector in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP19>),

Collective Agreement for non-commercial activities in the Republic of Slovenia (<http://www.pisrs.si/Pis.web/pregledPredpisa?id=KOLP11>),

Organization and Financing of Education Act (http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/ANG/Organisation_and_Financing_of_Education_Act_Oct_2016.pdf),

Act Determining the Intervention Measures to Contain the COVID-19 Epidemic and Mitigate its Consequences for Citizens and the Economy

(<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO8190>)

Slovenia School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	The head teacher of a kindergarten has to meet the educational qualification requirements for teachers (ISCED 6) or counselling specialists (ISCED 7), with a minimum 5 years' work experience in education, hold the professional title Councillor or Advisor or the title Mentor for at least 5 years and have a headship licence.
ISCED 1	Head teachers must have at least the educational qualification of a second cycle study programme or equivalent (ISCED 7) and meet other requirements for a teacher or counselling specialist at a basic school (single structure ISCED 1 and 2) with a minimum 5 years' work experience in education, hold the professional title Councilor or Advisor or the title Mentor for at least 5 years and have a headship licence.
ISCED 24	Head teachers must have at least the educational qualification of a second cycle study programme or equivalent (ISCED 7) and meet other requirements for a teacher or counselling specialist at a basic school (single structure ISCED 1 and 2) with a minimum 5 years' work experience in education, hold the professional title Councilor or Advisor or the title Mentor for at least 5 years and have a headship licence.
ISCED 34	A head teacher (<i>ravnatelj</i>) must have at least the educational qualification of a second cycle study programme or equivalent (ISCED 7) and meet other requirements for a teacher or counselling specialist at a general upper secondary school (<i>gimnazija</i>) with a minimum 5 years' work experience in education, hold the title Councilor or Advisor or the professional title Mentor for at least 5 years and have a headship licence. A director must have the educational qualification of a second cycle study programme or the level or equivalent (ISCED 7), a minimum of 5 years work experience and a headship licence.

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Kindergartens (ISCED 01 & 02)	34 960	47 780	100 %
ISCED 1	Basic schools (ISCED 1 & 24)	34 960	47 780	100 %
ISCED 24	Basic schools (ISCED 1 & 24)	34 960	47 780	100 %
ISCED 34	Upper secondary general schools and upper secondary vocational and technical schools and school centres providing also general education	33 658	51 506	100 %

Highest salary range

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

Most prevalent range (when none of the above)

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

Authority level determining the statutory salaries of school heads

ISCED 02	More than one authority level
ISCED 1	More than one authority level
ISCED 24	More than one authority level
ISCED 34	More than one authority level

Source

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

Explanatory notes

At ISCED 02 level, data refer to school heads of kindergartens that provide ISCED 01 and 02 levels. At ISCED 1 and 24, data refer to school heads of basic schools that provide both educational levels. At ISCED 34, data refer to school heads (directors (*direktorji*) and head teachers (*ravnatelj*) of schools, school centres and organisational units of schools/centres which provide general educational programme. School heads may be placed in grades 47 to 53 of the salary scale at ISCED 0, 1 and 2, and 46 to 55 at ISCED 34.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64		Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	40 639	m	m	m	m	ISCED 02	m	m
ISCED 1	39 556	m	m	m	m	ISCED 1	m	m
ISCED 24	39 556	m	m	m	m	ISCED 24	m	m
ISCED 34	40 954	m	m	m	m	ISCED 34	m	m

Source

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

Explanatory notes

Data on the average actual school heads' salaries is composed of a sum of average salaries received in school year 2018/19. Data include head teachers of all ages. At ISCED 02 level, data refer to school heads of kindergartens that provide ISCED 01 and 02 levels (kindergartens provide both levels and are headed by one school head). At ISCED 1 and 24, data refer to school heads of basic schools that provide both educational levels (single structure basic school is headed by one school head). At ISCED 34, data refer to school heads (directors (*direktorji*) and head teachers (*ravnatelj*) of schools, school centres and organisational units of schools/centres which provide general educational programme. Data on the average annual actual school heads' salaries do not include all additional payments and allowances (annual holiday bonus, reimbursement for meals during work, reimbursement of travel expenses, long-service award (*jubilejna nagrada*)).

Slovenia

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Regular additional payment	All	Fixed amounts per month for 1) academic specialization: €23.27, 2) (pre-Bologna) Master in Science: €36.21, 3) doctor's degree: €59.47.
Successful completion of CPD	a	a	All	
Outstanding performance	Top level	Regular additional payment	All	ISCED 1, 2, 3: (I) Work performance from increased workload (additional teaching within full-time contract- not more than 5 lessons per week) – every additional hour of teaching is paid at 130 % of the basic salary hour rate, namely the basic salary specified for the post of a teacher who holds the same professional title the head teacher holds. All ISCED levels: (II) Regular work performance allowances (based on appraisal) are provisionally taken out of head teachers' salaries due to austerity measures.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	Regular additional payment	All	Reimbursement of transportation cost from home to the school and back for head teachers (if the distance is more than 2 km) – cost of public transport for days at work.
Other	Top level	% of salary	All	Bilingual schools or schools with Italian language: 6 % of basic salary

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	Collective agreement	Incidental payment	All	Long service award: payment to school heads for years of employment in public sector (10 years: €288.76; 20 years: €433.13; 30 and 40 years: €577.51).

Source

Public Sector Salary System Act, Collective agreement for public sector, Collective agreement for the education sector in the Republic of Slovenia, Collective Agreement for non-commercial activities in the Republic of Slovenia, Organization and Financing of Education Act

Slovak Republic

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Upper secondary vocational education (ISCED 354)	8 592	9 802	10 036	11 228	m	40
ISCED 1	Master's degree in pedagogy (ISCED 7)	10 646	11 968	12 258	13 712	m	40
ISCED 24	Master's degree in pedagogy (ISCED 7)	10 646	11 968	12 258	13 712	m	40
ISCED 34	Master's degree in pedagogy or a bachelor plus complementary qualification on teaching (ISCED 7)	10 646	11 968	12 258	13 712	m	40

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

- (1) Law No 224/2019 on Salary scales for pedagogical staff and wage scales according to length of experience, Regulation No. 2019-14131:1-B2001, <https://www.minedu.sk/data/att/15046.pdf>
 (2) Law No. 388/2018 on Salary scales for pedagogical staff and wage scales according to length of experience, Regulation No. 2019-18526:1-B2001, <https://www.minedu.sk/data/att/16799.pdf>

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2018/19

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	12 031	m	m	m	m	ISCED 02	m	m
ISCED 1	15 472	m	m	m	m	ISCED 1	m	m
ISCED 24	15 472	m	m	m	m	ISCED 24	m	m
ISCED 34	16 109	m	m	m	m	ISCED 34	m	m

Source

Statistics questionnaires http://www.cvtisr.sk/cvti-sr-vedecka-kniznica/informacie-o-skolstve/statistiky/casove-rady.html?page_id=9724, No.21

Explanatory notes

These salaries include teachers' salaries and salaries of school heads. They cannot be separated. These actual salaries for school year 2019/20 are not available. The data are collected by statistical questionnaires by the Slovak Centre of Scientific and Technical Information and could be available around February – March 2021. There are in the questionnaire older data from school year 2018/19.

Slovak Republic

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	Regular additional payment	All	Regulations do not indicate the amount.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	Regulations do not indicate the amount.
Student counselling	School level	% of salary	1, 24, 34	Regulations do not indicate the amount.
Running extracurricular activities	School level	Progression in pay range	All	Regulations do not indicate the amount.
Providing support or training for other teachers	Top level	% of salary	All	Amount of compensation depends on number of guided student teachers.
Form teacher / tutor responsibilities	Top level	% of salary	All	5 % of salary for 40-year experience for one class, 10 % if two classes.
Supporting mentoring / induction programmes	Top level	% of salary	All	4 % of salary for 40-year experience for 1 new teacher, 8 % for 2 new teachers.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	School level	Progression in pay range	All	Moving up a grade in the pay scale.
Successful completion of CPD	Top level	% of salary	All	From 6 % to 12 % of salary for 40-year experience.
Outstanding performance in teaching	School level	Incidental payment	All	Nature of compensation can be monetary or not. Teachers' performance is evaluated based on good student achievement. The performance allowance may go up to 100 % of the salary.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Top level	Progression in pay range	All	Between 1 and 5 % of the salary if there are 30 % or more students with special educational needs in the class.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Regular additional payment	All	From €1-€200 depending on distance from home to work, paid only in the first year.
Family status	a	a	All	
Other	a	a	All	

Source

Law on the Remuneration of Employees in the Performance of Work No. 553/2003 <http://www.zakonypreludi.sk/zz/2003-553>

Slovak Republic

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	ISCED 660 qualification level plus 5-year pedagogical experience
ISCED 1	ISCED 760 qualification level plus 5-year pedagogical experience
ISCED 24	ISCED 760 qualification level plus 5-year pedagogical experience
ISCED 34	ISCED 760 qualification level plus 5-year pedagogical experience

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public Kindergartens	12 861	21 306	m
ISCED 1	Basic public schools	15 014	23 711	m
ISCED 24	Basic and secondary public	15 014	23 711	m
ISCED 34	Secondary public schools	15 014	24 055	m

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law on the Remuneration of Employees in the Performance of Work No. 553/2003 <http://www.zakonypreludi.sk/zz/2003-553>.

Law No 224/2019 on Salary scales for pedagogical staff and wage scales according to length of experience,

Regulation No. 2019-14131:1-B2001, <https://www.minedu.sk/data/att/15046.pdf>.

Law No. 388/2018 on Salary scales for pedagogical staff and wage scales according to length of experience,

Regulation No. 2019-18526:1-B2001, <https://www.minedu.sk/data/att/16799.pdf>

Explanatory notes

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

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

Source

Actual salary data for school heads are included in actual salary data for teachers. Data are not available.

Explanatory notes

Slovak Republic

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Top level	Regular additional payment	All	Regulations do not indicate the amount.
Working overtime	a	Statutory duty	All	
Student counselling	Top level	% of salary	All	Regulations do not indicate the amount.
Running extracurricular activities	Top level	Progression in pay range	All	Regulations do not indicate the amount.
Providing support or training for other teachers	Top level	% of salary	All	Regulations do not indicate the amount.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	Top level	% of salary	All	4 % of salary with 40 years of experience for 1 new teacher, 8 % of salary with 40 years of experience for 2 new teachers.
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	Progression in pay range	All	Moving up a grade in the pay scale
Successful completion of CPD	Top level	% of salary	All	From 6 % to 12 % of salary for 40-year experience
Outstanding performance	Local	Incidental payment	All	Nature of compensation can be monetary or not. Heads' performance is evaluated based on good student achievement. The performance allowance may go up to 100 % of the salary.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	Regular additional payment	All	From €1-€200 depending on distance from home to work, paid only in the first year.
Family status	a	a	All	
Other	a	a	All	

Source

Law on the Remuneration of Employees in the Performance of Work No. 553/2003 <http://www.zakonypreludi.sk/zz/2003-553>

Finland Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor-level qualification of kindergarten teacher/social services incl. studies in early education and socio-education ISCED 6 concurrent	29 201	31 752	31 966	31 966	m	10
ISCED 1	Masters-level qualification with education science as major ISCED 7 concurrent	33 140	38 254	40 824	43 273	m	20
ISCED 24	Masters-level qualification with teaching subject as major ISCED 7 concurrent or consecutive	35 792	41 315	44 090	46 735	m	20
ISCED 34	Masters-level qualification with teaching subject as major ISCED 7 concurrent or consecutive	37 954	45 447	47 584	50 439	m	20

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018>.
Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>.

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	34 406	32 201	34 001	35 268	36 049	ISCED 02	34 293	34 409
ISCED 1	45 301	38 849	43 697	48 040	48 875	ISCED 1	47 454	44 636
ISCED 24	50 398	43 450	48 425	52 809	53 127	ISCED 24	51 417	49 973
ISCED 34	56 929	47 934	54 219	59 301	59 030	ISCED 34	57 684	56 570

Source

Statistics Finland

Explanatory notes

Data from October 2019. Monthly actual salary with the holiday bonus which is 4-6 % of the salary.

The data on pre-primary teachers includes the salary data of kindergarten teachers who are the majority of teachers at ISCED 02.

Finland

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Collective agreement	Regular additional payment	1, 24, 34	The reduction of statutory teaching time varies from 1-16 weekly lessons depending on the size of school.
Teaching more classes or hours than required by full-time contract	Collective agreement	Regular additional payment	1, 24, 34	The compensation per extra lesson is calculated based on the statutory salary and statutory teaching time. The teachers' individual salary is multiplied by 0.83 and then divided this by the statutory teaching time of the individual teacher. The teaching time differs based on type of post- class teacher or subject teacher- as well the subject taught (for subject teachers).
Student counselling	a	a	All	
Running extracurricular activities	Collective agreement	Regular additional payment	1, 24, 34	The compensation is calculated based on the statutory salary and statutory teaching time. The statutory minimum for one extra lesson per week is €90.22 per month (x12 months), €129.92 for a lower secondary teacher.
Providing support or training for other teachers	Collective agreement	Regular additional payment	1, 24, 34	The compensation is calculated based on the statutory salary and statutory teaching time. The statutory minimum for one extra lesson per week is €90.22 per month (x12 months), €129.92 for a lower secondary teacher.
Form teacher / tutor responsibilities	Collective agreement	Regular additional payment	1, 24	The compensation is calculated based on the statutory salary and statutory teaching time. For ISCED 3 definition under local autonomy. The statutory minimum for one extra lesson per week is €90.22 per month (x12 months), €129.92 for a lower secondary teacher.
Supporting mentoring / induction programmes	a	a	All	
Other				

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Collective agreement	Incidental payment	All	The definition of the calculation is under local autonomy. The decision is generally made by the school head, who is responsible for the appraisal. Compensation for performance is not widely used.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	All	Two different pay scales – Finland is divided into two 'cost' areas. The difference amounts to 1 % of the statutory base salary.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018> and
Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>

Finland

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head

ISCED	Minimum qualification to become a school head
ISCED 02	Kindergarten teacher qualification (ISCED 6) and leadership skills
ISCED 1	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.
ISCED 24	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.
ISCED 34	Master's degree (ISCED 7) and teacher qualification and experience of the education level in question. In addition leadership and management qualification or experience.

Single or lowest salary range (when more than one)

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public kindergartens	33 082	35 970	100 %
ISCED 1	Small schools (12-23 teachers)	46 497	56 770	62 %
ISCED 24	Small schools (less than 7 groups of 32 pupils)	48 030	58 642	19 %
ISCED 34	Public upper secondary schools	54 944	67 084	100 %

Highest salary range

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Big schools (more than 37 teachers)	52 057	63 560	4 %
ISCED 24	Big schools (more than 24 groups of 32 pupils)	58 913	71 930	40 %
ISCED 34	a	a	a	a

Most prevalent range (when none of the above)

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

Authority level determining the statutory salaries of school heads

ISCED	Authority level determining the statutory salaries of school heads
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018>

Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>

Explanatory notes

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

ISCED	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64
ISCED 02	43 103	38 396	41 001	43 253	44 423
ISCED 1	62 772	m	56 543	63 875	64 489
ISCED 24	70 331	m	64 011	71 436	72 390
ISCED 34	75 184	m	68 348	75 304	77 811

ISCED	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	43 710	43 066
ISCED 1	62 955	62 623
ISCED 24	70 321	70 339
ISCED 34	75 900	73 983

Source

Statistics Finland

Explanatory notes

Data from October 2019. Monthly actual salary with the holiday bonus which is 4-6 % of the salary.

The data on pre-primary teachers includes the salary data of kindergarten teachers who are the majority of teachers at ISCED 02.

Finland

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	Collective agreement	Incidental payment	All	Payable as a lump sum amount. Negotiated with the school head's employer, the local authorities. Appraisal is also done by the representative of the local authority, most commonly head of local education department.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	All	Percentage of base salary: Two different pay scales – Finland is divided into two 'cost areas'. The difference amounts to 1 % of the statutory base salary.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Collective agreement for municipal personnel 2018-2019 <https://www.kt.fi/sopimukset/kvtes/2018> and

Collective agreement for education personnel 2018-2019 <https://www.kt.fi/sopimukset/ovtes/2018>

Sweden

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Teacher with pedagogical education for the pre-primary level (ISCED 6 qualification)	36 436	38 304	38 530	42 497	100 %	a
ISCED 1	Teacher with pedagogical education for grades 1-6 (ISCED 7 qualification)	36 843	41 023	42 837	48 956	100 %	a
ISCED 24	Teacher with pedagogical education for grades 7-9 (ISCED 7 qualification)	38 020	42 383	44 026	50 429	100 %	a
ISCED 34	Teacher with pedagogical education for the upper secondary level (ISCED 7 qualification)	39 000	42 792	44 315	50 996	100 %	a

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Pay and working conditions are governed by collective agreements between the teacher unions and the employers' organization, the Swedish Association of Local Authorities and Regions (SALAR). These stipulate minimum salaries and general working conditions. The more specific salary and working conditions of individual teachers are determined locally (i.e. at school level) in an individual-based pay system.

Register of wage and salary structures and employment in the primary municipalities 2019 (Lönstrukturstatistik, primärkommunal sektor för år 2019). The register contains individual data from all municipalities in Sweden. <https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-fanns/individregister/lonstrukturstatistik/>

Register of teaching personnel 2019 (Registret över pedagogisk personal för år 2019)

<https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-fanns/individregister/skolverkets-register-over-pedagogisk-personal-lararregistret/>

Register of personnel in pre-primary 2019 (Registret över personal i förskola och pedagogisk omsorg för år 2019).

<https://www.scb.se/larma-uppgifter/undersokningar/Forskola-och-annan-pedagogisk-verksamhet-barn-och-personal-per-15-oktober/>

Explanatory notes

There are not statutory salaries. The reported salaries refer to actual salaries including bonuses and allowances for the calendar year 2019. All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis. 'Starting teacher' has been interpreted as teachers having worked for 1-2 years. The median value of these teachers' salaries are reported. 'Top of salary scale' has been interpreted as teachers belonging to the 90 percentile, which means that 10 % of teachers have higher or the same salary as the 90 percentile.

Salaries on uppersecondary level (ISCED 34) also include salaries for ISCED 35, vocational education (but exclude the salaries of teachers teaching vocational subjects).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	37 110	35 012	36 647	37 773	38 390	ISCED 02	36 832	37 130
ISCED 1	42 087	38 496	41 478	43 176	43 728	ISCED 1	41 748	42 141
ISCED 24	43 785	40 025	43 246	44 729	44 748	ISCED 24	43 663	43 840
ISCED 34	44 603	40 369	43 673	45 407	46 252	ISCED 34	44 682	44 553

Source

Pay and working conditions are governed by collective agreements between the teacher unions and the employers' organization, the Swedish Association of Local Authorities and Regions (SALAR). These stipulate minimum salaries and general working conditions. The more specific salary and working conditions of individual teachers are determined locally (i.e. at school level) in an individual-based pay system.

Register of wage and salary structures and employment in the primary municipalities 2019 (Lönstrukturstatistik, primärkommunal sektor för år 2019). The register contains individual data from all municipalities in Sweden. <https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/lonstrukturstatistik/>

Register of teaching personnel 2019 (Registret över pedagogisk personal för år 2019)

<https://www.scb.se/vara-tjanster/bestalla-mikrodata/vilka-mikrodata-finns/individregister/skolverkets-register-over-pedagogisk-personal-lararregistret/>

Register of personnel in pre-primary 2019 (Registret över personal i förskola och pedagogisk omsorg för år 2019).

<https://www.scb.se/lama-uppgifter/undersokningar/Forskola-och-annan-pedagogisk-verksamhet-barn-och-personal-per-15-oktober/>

Explanatory notes

Salaries on uppersecondary level (ISCED 34) also include salaries for ISCED 35, vocational education (but exclude the salaries of teachers teaching vocational subjects).

Sweden Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	m	All	The nature of compensation is determined individually for each teacher.
Teaching more classes or hours than required by full-time contract	School level	m	All	The nature of compensation is determined individually for each teacher.
Student counselling	School level	m	1, 24, 34	The nature of compensation is determined individually for each teacher.
Running extracurricular activities	School level	m	All	The nature of compensation is determined individually for each teacher.
Providing support or training for other teachers	School level	m	All	The nature of compensation is determined individually for each teacher.
Form teacher / tutor responsibilities	School level	m	All	The nature of compensation is determined individually for each teacher.
Supporting mentoring / induction programmes	School level	m	All	The nature of compensation is determined individually for each teacher.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Auth.lv	Type of comp.	ISCED	Explanatory notes
Further formal qualifications	More than one	Regular additional payment	1, 24, 34	The decision is made by the central government (The Swedish National Agency for Education) based on an application decided by the teachers employer. Through government grants, the monthly salary can be increased by SEK 10 000 for a lecturer (senior subject teacher). https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-2019-20
Successful completion of CPD	School level	m	All	
Outstanding performance in teaching	More than one	Regular additional payment	1, 24, 34	The decision is made by the central government (The Swedish National Agency for Education) based on an application decided by the teachers employer. Through government grants, the monthly salary can be increased by approximately SEK 5 000 for a lead teacher (senior master). https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-2019-20
Other	More than one	Regular additional payment	All	The school organizer can apply for a government grant in order to provide highly qualified teachers or preschool teachers higher salaries (statsbidrag för lärarlönelyftet 2019/20). The monthly salary increase by approx. SEK 2 500-3 500 is only directed to teachers and preschool teachers with a national teaching certificate, issued by the National Agency for Education. https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-lararlonyft-2019-20

Allowances related to teaching conditions

	Auth.lv	Type of comp.	ISCED	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	School level	m	All	The nature of compensation is determined individually for each teacher.
Teaching in a disadvantaged, remote or high-cost areas	More than one	Regular additional payment	1, 24	It is possible for the school organizer to apply for a government grant to set up additional career positions, 'lecturer' (senior subject teacher) or 'lead teacher' (senior master), in schools located in disadvantaged areas. The disadvantaged areas are defined by Statistics Sweden by using SAMS-codes (Small Areas for Market Statistics) and are stipulated in ordinance; 'Förordning (2014:145) om extra statsbidrag till skolhuvudmän som inrättar karriärsteg för lärare i förskoleklasser och grundskolor i utanförskapsområden'. Only applies for ISCED 02 (pre-school class) ISCED 1 and ISCED 2. The teacher's employer then has to apply to the central government (the Swedish National Agency for Education) for the grant. The central government reviews the application to check that all criteria's are met, the application is either granted or dismissed. If the application is granted, the government grant is paid out. https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-karriartjanster-i-utanforskapsomraden-2019-20
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Steering documents, general guidelines from the national agency, collective agreement at national level

Sweden School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019

Minimum qualification to become a school head	
ISCED 02	As from 1 July 2019, pre-school directors are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 1	As from 15 March 2010, school heads are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 24	As from 15 March 2010, school heads are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.
ISCED 34	As from 15 March 2010, school heads are required to complete the Swedish National School Leadership Training Programme (three years programme equivalent to 30 ECTS). Assistant heads may follow the programme on a voluntary basis. Teaching experience is generally taken into account but it is not a legal requirement.

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	a	59 153	71 961	a
ISCED 24	a	59 153	71 961	a
ISCED 34	a	60 628	71 394	a

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Register of wage and salary structures and employment in the primary municipalities 2019 (Lönstrukturstatistik, primärkommunal sektor för år 2019). The register contains individual data from all municipalities in Sweden. All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis.

Register of teaching personnel 2019 (Registret över pedagogisk personal för år 2019).

Register of personnel in pre-primary 2019 (Registret över personal i förskola och pedagogisk omsorg för år 2019).

Explanatory notes

'Starting/minimum salaries' has been interpreted as school heads having worked for 1-2 years. The median value of these salaries are reported. 'Salaries at the top of the range/maximum salaries' has been interpreted as school heads belonging to the 90 percentile, which means that 10 % of them have higher or the same salary as the 90 percentile. Allowances are included.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	54 896	50 529	52 505	54 354	57 422	55 021	54 889
ISCED 1	60 744	55 572	58 704	60 920	62 127	61 056	60 615
ISCED 24	60 744	55 572	58 704	60 920	62 127	61 056	60 615
ISCED 34	62 007	m	59 104	62 322	64 042	62 472	61 615

Source

Register of wage and salary structures and employment in the primary municipalities 2019 (Lönstrukturstatistik, primärkommunal sektor för år 2019). The register contains individual data from all municipalities in Sweden. All salaries refer to full-time salaries, which means that part-time salaries have been calculated on a full-time basis.

Register of teaching personnel 2019 (Registret över pedagogisk personal för år 2019).

Register of personnel in pre-primary 2019 (Registret över personal i förskola och pedagogisk omsorg för år 2019).

Explanatory notes

It is not possible to distinguish the salaries between school heads on ISCED 1 and ISCED 24, therefore the same salary is reported. Data is missing for school heads on ISCED 34 aged 25-34 because of too few observations.

Sweden School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	m	All	The nature of compensation is determined individually for each school head.
Working overtime	Local	m	All	The nature of compensation is determined individually for each school head.
Student counselling	Local	m	All	The nature of compensation is determined individually for each school head.
Running extracurricular activities	Local	m	All	The nature of compensation is determined individually for each school head.
Providing support or training for other teachers	Local	m	All	The nature of compensation is determined individually for each school head.
Form teacher / tutor responsibilities	Local	m	All	The nature of compensation is determined individually for each school head.
Supporting mentoring / induction programmes	Local	m	All	The nature of compensation is determined individually for each school head.
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	m	All	The nature of compensation is determined individually for each school head.
Successful completion of CPD	Local	m	All	The nature of compensation is determined individually for each school head.
Outstanding performance	Local	m	All	The nature of compensation is determined individually for each school head.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Local	m	All	The nature of compensation is determined individually for each school head.
Schools in disadvantaged, remote or high-cost areas	Local	m	All	The nature of compensation is determined individually for each school head.
Other	Local	Incidental payment	1, 24, 34	Schools who operate under particularly challenging circumstances can apply for a national government grant ('statsbidrag för skolledare och extra karriärtjänster') to cover increased salary costs related to employment of especially skilled school leaders. If granted, the school could increase the salary of the school head by SEK 10 000/month. (https://www.skolverket.se/skolutveckling/statsbidrag/statsbidrag-for-skolledare-och-extra-karriartjanster-2019-20)

Other criteria

	Auth. lvl	Type of comp.	ISCED	Explanatory notes
Residence / accommodation allowance	Local	m	All	The nature of compensation is determined individually for each school head.
Family status	a	a	All	
Other	a	a	All	

Source

Steering documents, general guidelines from the national agency, collective agreement at national level

Albania

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree on teaching or its equivalent (ISCED 5) plus state exam	4 189	44 312	4 577	4 868	100 %	20
ISCED 1	Bachelor's degree on teaching or its equivalent (ISCED 5) plus state exam	4 938	5 247	5 432	5 802	100 %	20
ISCED 24	Bachelor's degree on teaching or its equivalent (ISCED 5) plus state exam	5 132	5 441	5 626	5 996	100 %	20
ISCED 34	Bachelor's degree on teaching or its equivalent (ISCED 5) plus state exam	5 423	5 732	5 917	6 287	100 %	20

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Second cycle University degree or its equivalent	a	a	a	a	a	a
ISCED 1	Second cycle University degree or its equivalent	a	a	a	a	a	a
ISCED 24	Second cycle University degree or its equivalent	a	a	a	a	a	a
ISCED 34	Second cycle University degree or its equivalent	a	a	a	a	a	a

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Decision of Council of Ministers No.175 dated 8.3.2017. <http://dap.gov.al/legislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-pagat-e-punonje-sve-te-arsimit-parauniversitar-pdf>

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

Data not available

Explanatory notes

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Albania

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a		
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	1, 24, 34	ALL 350 per class for teachers in upper secondary education and ALL 275 per class in primary and lower secondary schools.
Student counselling	a	a		
Running extracurricular activities	a	a	All	Reduction in teaching time for teachers that train sport teams in schools with less than 700 pupils (minus 3 hours per week) and for teachers in charge of running artistic activities and coordination in high schools with more than 700 pupils (minus 4 hours per week).
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	Incidental payment	All	Form time is provided by teachers for two classes a week. When the teacher is in charge of full teaching, these hours are paid as extra hours.
Supporting mentoring / induction programmes	a	Statutory duty	All	The mentoring obligation equals 1/4 of that of a teacher, i.e. 2/3 of observation hours and 1/3 of advice hours.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Top level	Incidental payment	All	a) For professional merits in career, compensation of employees of public institutions of pre-university education (director, vice director, teacher), a monthly salary. b) Winners of national competitions from MESY are compensated 3/4 of their monthly salary. c) Winners of local competition for products/professional achievements are compensated with 3/4 of their monthly salary. d) Winner for products/professional achievements from the public pre-university education is compensated with 1/2 of a monthly salary. e) Most voted teacher for vocational merits by the teachers' council is compensated with 1/2 of the monthly salary.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Top level	Regular additional payment	All	Teachers that work away from their residence can get the following allowances: a) When they work within their region outside the urban area and less than 5 km away from their residence and return back to their residence every day, the compensation equals 2 700 lekë per month. b) When they work within their region outside the urban area and over 5 km away from their residence and do not return home on a daily basis, the compensation equals 6 000 lekë per month. In both cases, the residence allowance is not applicable during holidays.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Decision of Council of Ministers No.175, dated 8.3.2017, Regulation No 44, date 16.10.2014 and Regulation No.21 date 23.07.2010.

<http://darelbasesan.edu.al/index.php/legjislacioni-pegjin/589-udhezimi-nr-44-date-16-10-2014-per-disa-shtesa-dhe-ndryshime-ne-udhezimin-nr-21-date-23-07-2010-te-mash>

Albania

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 0	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 1	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 2	Bachelor's degree in education (ISCED 6) and 5-year teaching experience
ISCED 3	Bachelor's degree in education (ISCED 6) and 5-year teaching experience

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All kindergartens	4 600	5 115	100 %
ISCED 1	All schools	4 702	5 236	100 %
ISCED 24	All schools	4 924	5 438	100 %
ISCED 34	All schools	5 691	6 206	100 %

Highest salary range

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

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 0				
ISCED 1				
ISCED 2				
ISCED 3				

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Decision of Council of Ministers No.175 dated 8.3.2017.

<http://dap.gov.al/legislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-pagat-e-punoniesve-te-arsimit-parauniversitar-pdf>

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

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

Source

Data not available

Explanatory notes

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Albania

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Decision of Council of Ministers No.175 dated 8.3.2017.

<http://dap.gov.al/legjislacioni/per-administraten-publike/162-vkm-nr-175-dt-8-3-2017-3-2017-pagat-e-punonjesve-te-arsimit-parauniversitar-pdf>

Bosnia and Herzegovina Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 120	6 426	6 579	7 344	m	m
ISCED 1	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 528	6 854	7 018	7 837	m	m
ISCED 24	Bachelor's degree in education (ISCED 6), internship and competitive examination	6 936	7 283	7 456	8 323	m	m
ISCED 34	Bachelor's degree in education (ISCED 6), internship and competitive examination	8 160	8 568	8 772	9 792	m	m

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level (Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement)

Explanatory notes

An average estimate is calculated and reported on the basis of the available data at cantonal level.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	7 344	m	m	m	m	ISCED 02	m
ISCED 1	7 752	m	m	m	m	ISCED 1	m
ISCED 24	8 160	m	m	m	m	ISCED 24	m
ISCED 34	8 976	m	m	m	m	ISCED 34	m

Source

Institute for statistics of Republika Srpska and Institute for Statistics of Federation of BiH

Explanatory notes

The reported actual salaries represent the average of teachers' actual salaries of all cantons and entities, which are calculated from surveys or estimated from statutory salaries. Allowances and additional payments are included.

Bosnia and Herzegovina Teachers Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a		
Teaching more classes or hours than required by full-time contract	Collective agreement	% of salary	All	Up to 50 % depending on the number of hours over the full-time in accordance with legislation regulating the financing of primary and secondary schools
Student counselling	a	a		
Running extracurricular activities	a	a		
Providing support or training for other teachers	a	a		
Form teacher / tutor responsibilities	a	Statutory duty	All	For the form time, class teachers get their teaching time reduced in two hours a week or get an overtime compensation for this time.
Supporting mentoring / induction programmes	Collective agreement	% of salary	All	An increase of 5 to 10 % of the basic salary for a mentor, counsellor or senior counsellor
Other	Collective agreement	% of salary	All	Compensation for president or commissioner of a representative trade union is 15 % in an institution with 100 workers or less. For each other 100 workers, another 2.5 % per basic coefficient. Compensation is 25 % on the basic coefficient, when the number of employees is over 500.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a		
Successful completion of CPD	a	a		
Outstanding performance in teaching	Collective agreement	Incidental payment	All	For the above-average results of work or success in the work, the employer/head of school may pay preschool teachers/teachers a prize in cash up to 30 % of his average salary paid for the last three months.
Other	a	a		

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Collective agreement	% of salary	All	The basic salary of teachers and preschool teachers who have children with special needs in the class is increased by 1 % for each child with special needs, in proportion to the number of lessons with those children during the week, and at most by 3 %.
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24	For all teachers employed in primary schools that are 15 kilometres away from the centre of the municipality, the basic salary is increased by 2 %. For each another kilometre, the basic salary is increased by 0.1 %, and at most by 3 %.
Other	Collective agreement	% of salary	All	For teaching in a class combining two grades the salary is increased by 5 %, in a class combining three grades by 8 %, and four or more grades by 10 %.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a		
Family status	a	a		
Other	a	a		

Source

Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level

Bosnia and Herzegovina School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 1	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 24	Bachelor's degree (ISCED 6) and five years of service in education
ISCED 34	Bachelor's degree (ISCED 6) and five years of service in education

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	m	m	m	m
ISCED 1	Up to 400 students	m	m	m
ISCED 24	Up to 400 students	m	m	m
ISCED 34	Up to 400 students	m	m	m

Highest salary range

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

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	m	m	a
ISCED 1	Between 401 and 800 students	m	m	m
ISCED 24	Between 401 and 800 students	m	m	m
ISCED 34	Between 401 and 800 students	m	m	m

	Authority level determining the statutory salaries of school heads
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level

Explanatory notes

Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement. An average estimate is calculated and reported on the basis of the available data.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	9 792	m	m	m	m	m	m
ISCED 1	11 424	m	m	m	m	m	m
ISCED 24	11 424	m	m	m	m	m	m
ISCED 34	12 648	m	m	m	m	m	m

Source

Institute for statistics of Republika Srpska and Institute for Statistics of Federation of BiH

Explanatory notes

The reported actual salaries represent the average of school heads' actual salaries of all cantons and entities, which are calculated from surveys or estimated from statutory salaries. Allowances and additional payments are included.

Bosnia and Herzegovina School Heads Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a		
Working overtime	a	a		
Student counselling	a	a		
Running extracurricular activities	a	a		
Providing support or training for other teachers	a	a		
Form teacher / tutor responsibilities	a	a		
Supporting mentoring / induction programmes	a	a		
Other	a	a		

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a		
Successful completion of CPD	a	a		
Outstanding performance	a	a		
Other	a	a		

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a		
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24	For all employed in primary schools that are 15 kilometres away from the centre of the municipality the basic salary is increased by 2 %. For each another kilometre, the basic salary is increased by 0.1 %, and at most by 3 %.
Other	a	a		

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a		
Family status	a	a		
Other	a	a		

Source

Law on salaries of employees in the field of education; Collective agreements

Switzerland

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2020

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6)	69 967	87 249	m	106 773	m	26
ISCED 1	Bachelor's degree (ISCED 6)	75 012	93 414	m	114 246	m	25
ISCED 24	Master's degree (ISCED 7)	83 606	106 586	m	128 164	m	25
ISCED 34	Master's degree (ISCED 7)	94 162	121 439	m	144 886	m	25

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

FSO: Labour cost structural statistics, Swiss Teacher Association LCH: Earnings statistics 2020

Explanatory notes

Teacher compensations are determined by the 26 cantons at the regional level. Figures for the statutory salaries per grade represent the weighted average of the cantonal legal requirements taking into account the number of full-time equivalents (in 2018/19).

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

Actual salary data not available by education level

Explanatory notes

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Switzerland

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	Reduction in teaching time
Teaching more classes or hours than required by full-time contract	a	a	All	Teachers are usually not paid if they work overtime.
Student counselling	a	Statutory duty	All	Teachers' duty
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	m	All	The canton decides on the amount and type of financial compensation.
Form teacher / tutor responsibilities	a	a	All	Reduction in teaching time
Supporting mentoring / induction programmes	Top level	m	All	Usually reduction in teaching time
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	Statutory duty	All	CPD is compulsory and part of the cantonal employment conditions.
Outstanding performance in teaching	a	Statutory duty	All	Teachers' performance is typically evaluated by cantonal bodies. In some cantons teachers are assessed in the context of the evaluation of schools. The method generally involves classroom observation and an interview with the teacher. Practice varies greatly across and within cantons in terms of the frequency, methodology, inspectors' qualifications and instruments for assessment. Often the school head is directly involved in the feedback that is provided to teachers.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	Students or classes receive more resources (additional lessons).
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	The state government (cantonal authorities) can provide additional lessons.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	The canton decides on the amount.
Family status	Top level	% of salary	All	The canton decides on the amount.
Other	a	a	All	

Source

<https://www.d-edk.ch/lohndatenerhebung>; <http://www.edk.ch/dyn/15996.php>

Switzerland School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2020

Minimum qualification to become a school head	
ISCED 02	m
ISCED 1	m
ISCED 24	m
ISCED 34	m

Single or lowest salary range (when more than one)

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

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Data not available

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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Switzerland

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	School heads are usually not paid if they work overtime.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	Top level	Statutory duty	All	CPD is compulsory.
Outstanding performance	Top level	Statutory duty	All	Evaluation by cantonal authorities (school superintendent) and school board
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	Students or classes receive more resources (additional lessons).
Schools in disadvantaged, remote or high-cost areas	a	a	All	The state government (cantonal authorities) can provide additional lessons.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Top level	% of salary	All	The canton decides on the amount.
Family status	Top level	% of salary	All	The canton decides on the amount.
Other	a	a	All	

Source

<https://www.d-edk.ch/lohndatenerhebung>; <http://www.edk.ch/dyn/15996.php>

Iceland

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Master's of Education (ISCED 7)	39 955	44 208	46 531	47 744	m	15
ISCED 1	Master's of Education (ISCED 7)	39 657	43 910	46 232	47 445	m	15
ISCED 24	Master's of Education (ISCED 7)	39 657	43 910	46 232	47 445	m	15
ISCED 34	Master's of Education (ISCED 7)	38 487	42 295	46 493	46 493	m	m

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

ISCED 02: Collective agreement between Teachers Union and Icelandic Association of Local Authorities, 1 June 2015 – 31 March 2019. ISCED 1 and 2: Collective agreement between Teachers Union and Icelandic Association of Local Authorities 1 December 2017 – 30 June. ISCED 3: Collective agreement between Teachers Union and Ministry of Finance, 1 November 2017 – 1 June 2018. All documents relating to pay scale and conditions of compensation can be found at <http://ki.is>.

Explanatory notes

Data for ISCED levels 0, 1, 2 and 3 statutory salaries has been assembled by a panel of experts from the Teachers Union and Icelandic Association of Local Authorities in cooperation with the Ministry of Education. The statutory salary of teachers in ISCED 3 is a combination of a general agreement on pay and a special agreement for each institution, an institutional framework for salaries. Statutory salaries for upper-secondary teachers were estimated on the basis of the institutional agreement from a representative school. Statutory salaries at upper secondary level in 2019/20 are estimates based on statutory salaries of 2018/19.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	43 806	39 168	42 312	45 624	45 999	a	43 832
ISCED 1	48 192	42 396	46 931	49 576	50 935	49 175	47 979
ISCED 24	48 192	42 396	46 931	49 576	50 935	49 175	47 979
ISCED 34	64 610	56 841	61 621	66 641	66 162	66 188	63 594

Source

Data on earnings is from the Icelandic Survey on Wages, Earnings and Labour Costs that is a sample survey conducted by Statistics Iceland.

Explanatory notes

Means are weighted means according to the survey design. Data include all teachers, even those who are not fully qualified.

In pre-primary about 50 % of employees working with caring and teaching of children are classified as teachers aids and are not included in the data. Pre-primary also include teachers in ISCED 01.

It is not possible to distinguish between primary and lower secondary school teachers. Upper secondary also include teachers in ISCED 35.

Teachers in special schools are included in the data.

Iceland

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	Progression in pay range	02, 1, 24	Base salary increased by 5.6 % for ISCED 02, 1 and 24.
Teaching more classes or hours than required by full-time contract	School level	Incidental payment	All	ISCED 3: 1.2 hours of a specific salary level ISCED 0, 1, 2: 1.0385 % of the employee's monthly salary
Student counselling	a	a	All	Schools are required to hire student counsellors with specialist training and qualifications. Student counsellors are placed in a specific step in the pay scale. Student counselling is not part of classroom teachers' responsibilities.
Running extracurricular activities	School level	Incidental payment	All	Same as overtime
Providing support or training for other teachers	School level	% of salary	1, 24	Teachers at ISCED 02, 1 and 24 who serve as 'Leiðsagnarkennari' get an ad hoc salary increase of 5.6 % (2 salary steps) for the school year.
Form teacher / tutor responsibilities	School level	Progression in pay range	1, 24, 34	ISCED 1 and 2: Two steps higher on the pay scale, which amounts to 5.6 % pay rise.
Supporting mentoring / induction programmes	a	a	1, 24	Reduction in teaching time, 40 minutes each week.
Other	a	a	All	

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Progression in pay range	All	
Successful completion of CPD	Collective agreement	Progression in pay range	All	CPD is already a part of teachers' total annual working time. However specialised CPD may contribute to further pay rises.
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	School level	Progression in pay range	All	ISCED 02, 1 and 24: Two steps on the pay scale, which amounts to 5.6 % pay rise.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	Local	Incidental payment	All	
Family status	a	a	All	
Other	a	a	All	

Source

ISCED 02: Collective agreement between Teachers Union and Icelandic Association of Local Authorities, 1 June 2015 – 31 March 2019. ISCED 1 and 2: Collective agreement between Teachers Union and Icelandic Association of Local Authorities 1 December 2017 – 30 June. ISCED 3: Collective agreement between Teachers Union and Ministry of Finance, 1 November 2017 – 1 June 2018. All documents relating to pay scale and conditions of compensation can be found at <http://ki.is>.

Iceland

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head

ISCED	Minimum qualification to become a school head
ISCED 02	Master of Education (ISCED 7) and additional education and training in management
ISCED 1	Master of Education (ISCED 7) and additional education and training in management
ISCED 24	Master of Education (ISCED 7) and additional education and training in management
ISCED 34	Master of Education (ISCED 7) and additional education and training in management

Single or lowest salary range (when more than one)

ISCED	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All public pre-primary schools	44 542	71 438	m
ISCED 1	All public primary schools	49 877	103 379	m
ISCED 24	All public lower secondary schools	49 877	103 379	m
ISCED 34	All public upper secondary schools (general programmes)	82 243	103 590	m

Highest salary range

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

Most prevalent range (when none of the above)

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

Authority level determining the statutory salaries of school heads

ISCED	Authority level determining the statutory salaries of school heads
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Central/State government or top level authorities

Source

Collective agreement between Union of School Heads and Icelandic Association of Local Authorities, 1 June 2014 – 31 May 2015, 1 June 2015 – 31 March 2019. For ISCED 34, the data is based on the pay scale for heads of government agencies.

Explanatory notes

At ISCED 34, the data concern around 30 school heads of public upper secondary schools, which are run directly by central government. Each school head negotiates an individual contract with the Icelandic Ministry of Education. The salaries of ISCED 34 school heads are the actual minimum and maximum pay. Statutory salaries at upper secondary level in 2019/20 are estimates based on statutory salaries of 2018/19.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

ISCED	School heads					Male school heads		Female school heads	
	aged 25-64	aged 25-34	aged 35-44	aged 45-54	aged 55-64	aged 25-64	aged 25-64		
ISCED 02	60 282	a	a	60 314	61 543	a	60 386		
ISCED 1	66 705	a	62 546	66 324	69 442	70 263	65 658		
ISCED 24	66 705	a	62 546	66 324	69 442	70 263	65 658		
ISCED 34	89 948	a	a	a	91 112	a	89 773		

Source

Data on earnings is from the Icelandic Survey on Wages, Earnings and Labour Costs that is a sample survey conducted by Statistics Iceland.

Explanatory notes

Means are weighted means according to the survey design.

Iceland

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	School level	Incidental payment	All	
Working overtime	Collective agreement	% of salary	All	ISCED 3: 1.2 hours of a specific salary level ISCED 0, 1, 2: 1.0385 % of the employee's monthly salary
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Progression in pay range	All	Local authorities decide on this allowance, except for ISCED 3 schools where it is determined by an independent board.
Successful completion of CPD	Local	Progression in pay range	02, 1, 24	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Local	m	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

ISCED 0: Collective agreement between Union of School Heads and Icelandic Association of Local Authorities, 1 June 2014 – 31 May 2015, 1 June 2015 – 31 March 2019. ISCED 1-2: Collective agreement between Union of School Heads and Association of Local Authorities, 1 June 2015 – 31 March 2019. ISCED 3: Ruling of an independent public committee that determines wages for managers of public institutions.

Liechtenstein

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree in education (ISCED 6)	75 835	a	a	123 057	m	a
ISCED 1	Bachelor's degree in education (ISCED 6)	78 779	a	a	127 847	m	a
ISCED 24	Master's degree in education (ISCED 7)	85 914	a	a	139 421	m	a
ISCED 34	Master's degree (ISCED 7) plus 60 ECTS (Higher Teaching Qualification)	93 042	a	a	151 004	m	a

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	m	a
ISCED 1	a	a	a	a	a	m	a
ISCED 24	Master's degree + 60 ECTS (Higher Teaching Qualification)	93 042	a	a	151 004	m	a
ISCED 34	a	a	a	a	a	m	a

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr.: 1991.006, E: Law on civil servants salaries
Besoldungsverordnung (BesV) vom 7/12/2004, LGBl-Nr.: 2004.198, E: Ordinance on civil servants salaries
Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr.: 2004.004, E: Law on Teacher Service Conditions
Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr.: 2004.029, E: Ordinance on teacher service conditions

Explanatory notes

The maximum amount is a theoretical value. Average salaries are normally in the lower half of the salary range. Only 12 % of the salary progression (from the starting to the top salary) is automatically linked to age. Other increases must be adopted by parliamentary decisions on the budget and are linked to performance. At lower secondary level, the minimum qualification (i.e. Master of Education) and the corresponding salary range refer to teachers at *Realschule* and *Oberschule*, while the higher salary range corresponds to teachers at *Gymnasium* and *Berufsmaturitätsschule*, who are required to have a master's degree plus the Master of Advance Sciences in Education.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

Data not available

Explanatory notes

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Liechtenstein

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	All	Certain school management tasks may be delegated to teachers. These tasks are rewarded with an allowance and a reduction of the teaching time. Coordinating functions such as the subject coordinator of teachers (<i>Fachschaften</i>) at secondary level are compensated with a reduction in the teaching duties (one lesson).
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	Reduction in teaching time (1 lesson)
Form teacher / tutor responsibilities	a	a	All	Reduction in teaching time (1 lesson)
Supporting mentoring / induction programmes	a	a	All	Reduction in teaching time (1 lesson)
Other	Top level	% of salary	All	Involvement in working groups at school or national level in the framework of certain school (development) projects may entitle teachers to an additional payment per hour.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	a	a	All	
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	Teachers in special need education have a separate salary range.
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Auth. lvl	Type of comp.	ISCED	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	Paid not on regular basis but a one-time allowance would be granted for marriage (CHF 500)
Other	a	a	All	

Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr.: 1991.006, E: Law on civil servants salaries, URL: <https://www.gesetze.li/konso/1991.006>

Besoldungsverordnung (BesV) vom 7/12/2004, LGBl-Nr.: 2004.198, E: Ordinance on civil servants salaries, URL: <https://www.gesetze.li/konso/pdf/2004198000?version=16>

Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr.: 2004.004, E: Law on Teacher Service Conditions,

URL: <https://www.gesetze.li/konso/pdf/2004004000?version=8>

Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr.: 2004.029, E: Ordinance on teacher service conditions,

URL: <https://www.gesetze.li/konso/pdf/2004092000?version=11>

Liechtenstein School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	a
ISCED 1	Bachelor's degree (ISCED 6) plus CPD for school management Minimum 3 years teaching service
ISCED 24	Master's degree (ISCED 7) plus CPD for school management Minimum 3 years teaching service
ISCED 34	Master's degree (ISCED 7) plus 60 ECTS (Higher Teaching Qualification) plus CPD for school management Minimum 3 years teaching service

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Small schools	134 026	139 421	9.1 %
ISCED 24	Small schools	141 955	151 004	77.8 %
ISCED 34	Medium schools	154 039	163 858	50 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Big schools	141 955	151 004	36.4 %
ISCED 24	Medium schools	145 145	151 004	22 %
ISCED 34	Big schools	162 232	176 516	50 %

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr.: 1991.006, E: Law on civil servants salaries
 Besoldungsverordnung (BesV) vom 7/12/2004, LGBl-Nr.: 2004.198, E: Ordinance on civil servants salaries
 Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr.: 2004.004, E: Law on Teacher Service Conditions
 Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr.: 2004.029, E: Ordinance on teacher service conditions

Explanatory notes

In June 2012, a new salary system for school heads was introduced as part of the reform of the school management system (aiming at increasing autonomy and leadership responsibilities). As from the school year 2012/13, school heads have a special contract (as civil servants) and specific salary categories. As most school head positions are not full-time positions (actual workload depends on the size of the school), school heads may also have a teaching contract. This compensation is not included in the reported salaries. The maximum amount is a theoretical value. Average salaries are normally in the lower half of the salary range. Regarding the size of the school, the regulations only establish which schools are in which category. The size of the schools are indicative. <https://www.llv.li/files/sa/schuelerstatistik-sj1718-.pdf>

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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Liechtenstein

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	Not paid on a regular basis but a one-time allowance would be granted for marriage (CHF 500).
Other	a	a	All	

Source

Besoldungsgesetz (BesG) vom 22/09/1990, LGBl-Nr.: 1991.006, E: Law on civil servants salaries,

URL: <https://www.gesetze.li/konso/1991.006>

Besoldungsverordnung (BesV) vom 7/12/2004, LGBl-Nr.: 2004.198, E: Ordinance on civil servants salaries,

URL: <https://www.gesetze.li/konso/pdf/2004.198000?version=16>

Gesetz vom 26/11/2003 über das Dienstverhältnis der Lehrpersonen (Lehrerdienstgesetz; LdG), LGBl-Nr.: 2004.004, E: Law on Teacher Service Conditions,

URL: <https://www.gesetze.li/konso/pdf/2004.004000?version=8>

Verordnung vom 6/4/2004 zum Lehrerdienstgesetz (LdV), LGBl-Nr.: 2004.029, E: Ordinance on teacher service conditions,

URL: <https://www.gesetze.li/konso/pdf/2004.029000?version=11>

Montenegro

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 4 + induction phase (12 months) + professional exam	8 592	8 998	9 287	11 063	53 %	40
ISCED 1	ISCED 6 + induction phase (12 months) + professional exam	9 715	10 179	10 510	12 543	79 %	40
ISCED 24	ISCED 6 + induction phase (12 months) + professional exam	9 715	10 179	10 510	12 543	100 %	40
ISCED 34	ISCED 6 + induction phase (12 months) + professional exam	9 715	10 179	10 510	12 543	100 %	40

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6	9 715	10 179	10 510	12 543	47 %	40
ISCED 1	a	a	a	a	a	a	a
ISCED 24	a	a	a	a	a	a	a
ISCED 34	a	a	a	a	a	a	a

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro amended the Branch Collective Agreement for the Field of Education on 12 February 2016 in 2019 (Official Gazette of Montenegro, No. 076/19 of 31 December 2019.)

Explanatory notes

The reported statutory salaries have been calculated multiplying the starting coefficient set by the Collective Agreement plus the coefficients corresponding to additional years in service and holidays by the accounting value of the base salary (90 EUR) + a fixed amount of 63, which refers to 1/12 of vacation allowance and meal allowance.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64
ISCED 02	11 827	10 581	11 394	12 189	13 073	11 827	11 827
ISCED 1	11 827	10 581	11 394	12 189	13 073	11 827	11 827
ISCED 24	11 827	10 581	11 394	12 189	13 073	11 827	11 827
ISCED 34	11 827	10 581	11 394	12 189	13 073	11 827	11 827

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro amended the Branch Collective Agreement for the Field of Education on 12 February 2016 in 2019 (Official Gazette of Montenegro, No. 076/19 of 31 December 2019.)

Explanatory notes

The starting coefficient set by the Collective Agreement plus other allowances (allowance for homeroom teaching, acquired titles, work at several institutions and allowance for accumulated years of service) is multiplied by the accounting value of the base salary (90 EUR) + a fixed amount of 63, which refers to 1/12 of vacation allowance and meal allowance. Calculations are based on the number of work positions (also according to different ranks of teachers) defined in the school acts approved by the Ministry.

Montenegro

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	All	€9.42 EUR per lesson without taking into account years in service. This amount has been calculated by dividing starting gross salary by 76 teaching hours a month.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Collective agreement	% of salary	All	The higher rank/title further increases teachers' basic/starting coefficient: teacher-mentor by 0.30, teacher-advisor by 0.50, teacher-senior advisor by 0.70, teacher-researcher by 0.80.
Form teacher / tutor responsibilities	Collective agreement	% of salary	All	In case of class/grade teachers, the basic/starting coefficient set for teachers, which equals 7.44, is increased by 10 %, i.e. by 0.744. If the teacher holds a master's degree, the basic coefficient of 0.744 is further increased by 0.50.
Supporting mentoring / induction programmes	a	a	All	Mentoring is taken into account in the assessment of teachers' professional work when they are considered for a higher rank/title, namely teacher-mentor, teacher-advisor or teacher-senior advisor.
Other	Collective agreement	Incidental payment	All	€70 net for working in committee for professional exam.

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	% of salary	All	Salary coefficient is increased by 0.50 for master degree and 0.90 for PhD degree.
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Collective agreement	Incidental payment	All	A teacher whose student wins a national or international competition on the subject he/she teaches is entitled to a bonus of eight accounting values of the coefficient net of tax and contributions for the first place, six accounting values for the second place, and four accounting values for the third place. This right may be exercised on the basis of one of the places won at national competition and one place at international competition.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Collective agreement	% of salary	All	Salary coefficient for inclusive teaching in the first cycle without a teaching assistant is increased by 5 %.
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	All	The coefficient of salary for working in a school located more than 5 km away from a road lacking infrastructure, organized transportation or own transportation to the school is increased by 5 %
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro amended the Branch Collective Agreement for the Field of Education on 12 February 2016 in 2019 (Official Gazette of Montenegro, No. 076/19 of 31 December 2019)

Montenegro

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions
ISCED 1	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions
ISCED 24	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions
ISCED 34	ISCED 6, at least five years of work experience in teaching and a license to work at educational institutions

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Less than 150 pupils	11 512	14 699	14 %
ISCED 1	Less than 150 pupils	11 512	14 699	48 %
ISCED 24	Less than 150 pupils	11 512	14 699	48 %
ISCED 34	Less than 150 pupils	11 512	14 699	26 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	More than 1000 pupils	13 166	16 699	29 %
ISCED 1	More than 1000 pupils	13 166	16 699	14 %
ISCED 24	More than 1000 pupils	13 166	16 699	14 %
ISCED 34	More than 1000 pupils	13 166	16 699	16 %

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Between 501 and 1 000 pupils	12 187	15 439	33 %
ISCED 1	a	a	a	a
ISCED 24	a	a	a	a
ISCED 34	Between 501 and 1 000 pupils	12 187	15 439	42 %

	Authority level determining the statutory salaries of school heads
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro amended the Branch Collective Agreement for the Field of Education on 12 February 2016 in 2019 (Official Gazette of Montenegro, No. 076/19 of 31 December 2019)

Explanatory notes

The reported statutory salaries have been calculated multiplying the starting coefficient set by the Collective Agreement plus the coefficients corresponding to additional years in service and holidays by the accounting value of the base salary (90 EUR) + a fixed amount of 63, which refers to 1/12 of vacation allowance and meal allowance.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	13 695	12 682	13 190	14 206	15 334	13 695	13 695
ISCED 1	13 695	12 682	13 190	14 206	15 334	13 695	13 695
ISCED 24	13 695	12 682	13 190	14 206	15 334	13 695	13 695
ISCED 34	13 695	12 682	13 190	14 206	15 334	13 695	13 695

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro amended the Branch Collective Agreement for the Field of Education on 12 February 2016 in 2019 (Official Gazette of Montenegro, No. 076/19 of 31 December 2019)

Explanatory notes

The starting coefficient set by the Collective Agreement plus other allowances (allowance for homeroom teaching, acquired titles, work at several institutions and allowance for accumulated years of service) is multiplied by the accounting value of the base salary (90 EUR) + a fixed amount of 63, which refers to 1/12 of vacation allowance and meal allowance. Calculations are based on the number of work positions (also according to different ranks of teachers) defined in the school acts approved by the Ministry.

Montenegro

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Collective agreement	% of salary	02, 1, 24, 34	According to the law, an hour of overtime work is paid 40 % more than an hour of regular work.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	Top level	Incidental payment	02, 1, 24, 34	For chairing the committee for a professional exam, the school head receives a compensation decided by the school board governing board, with the approval of the minister.

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	% of salary	02, 1, 24, 34	Salary coefficients are increased by 0.50 for master degree and by 0.90 for PhD degree.
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Collective agreement	% of salary	02, 1, 24, 34	Salary coefficient is increased by 5 % for working in a school more than 5 km away from a road lacking infrastructure, organized transport and own transport to school.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Branch Collective Agreement for the Field of Education. Pursuant to Article 150, paragraph 2, item 3 of the Labor Law (Official Gazette of Montenegro, No. 49/08, 59/11, 66/12 and 31/14), representatives of Education Trade Union of Montenegro and the Government of Montenegro amended the Branch Collective Agreement for the Field of Education on 12 February 2016 in 2019 (Official Gazette of Montenegro, No. 076/19 of 31 December 2019.); Rulebook of taking professional exam

North Macedonia

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	ISCED 6, Faculty of Pedagogy	6 624	6 962	7 138	9 880	m	40
ISCED 1	ISCED 6, Faculty of Pedagogy, probation period and pass a state exam	6 811	7 160	7 340	10 136	100 %	40
ISCED 24	ISCED 6, Faculty of Pedagogy, probation period and pass a state exam	6 811	7 160	7 340	10 136	100 %	40
ISCED 34	ISCED 6, Faculty of Pedagogy, probation period and pass a state exam	7 111	7 474	7 663	10 598	100 %	40

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law on Primary Education, Law on Secondary Education, Law on teachers and professional associates in primary and secondary schools, Collective agreement for primary education and Collective agreement for secondary education

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

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

Source

Data not available

Explanatory notes

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North Macedonia

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	Collective agreement	% of salary	1, 24, 34	Coefficient for primary education 0.120 (MKD 1 453); coefficient for secondary education of 0.123 (MKD 1 537).
Supporting mentoring / induction programmes	Collective agreement	Regular additional payment	1, 24, 34	Teacher mentors of teacher students are rewarded with 10 % of the salary of the teacher student's salary during the duration of the programme.
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance in teaching	Top level	% of salary	All	Success coefficient in primary education 0.090-0.180 (MKD 1 090-2 180); success coefficient for secondary education 0.092-0.184 (MKD 1 149-2 299). On the basis of the Collective agreement for primary education and the Collective agreement for secondary education. Due to financial constraints, no teacher received this type allowance. The main criterion for the evaluation of teachers for the outstanding performance was the students' performance in the external evaluation performed by the National Examinations Centre.
Other			All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	Collective agreement	% of salary	1, 24	From 0.060 to 0.300 (MKD 727-633)
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Law on Primary Education, Law on Secondary Education, Law on teachers and professional associates in primary and secondary schools, Collective agreement for primary education and Collective agreement for secondary education

North Macedonia School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	ISCED 6 education degree, plus specific training and exam
ISCED 1	ISCED 6 education degree, plus specific training and exam. At least 5 years working experience
ISCED 24	ISCED 6 education degree, plus specific training and exam. At least 5 years working experience
ISCED 34	ISCED 6 education degree, plus specific training and exam. At least 5 years working experience

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	Public kindergarten or Centre for Early Development of Children	9 298	10 817	100 %
ISCED 1	Up to 16 classes	8 316	9 979	11.54 %
ISCED 24	Up to 16 classes	8 316	9 979	11.54 %
ISCED 34	Up to 29 classes	8 655	10 385	46.29 %

Highest salary range

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	More than 36 classes	9 181	11 018	31 %
ISCED 24	More than 36 classes	9 181	11 018	31 %
ISCED 34	More than 50 classes	10 553	12 664	15 %

Most prevalent range (when none of the above)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	a	a	a
ISCED 1	Between 17 and 36 classes	8 904	10 685	58 %
ISCED 24	Between 17 and 36 classes	8 904	10 685	58 %
ISCED 34	Between 30 and 49 classes	9 607	11 528	39 %

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Ministry of Education and Science <http://www.mon.gov.mk/>: Law on Primary Education, Law on Secondary Education, Collective agreements on elementary school, Collective agreement on secondary school

Primary, Lower Secondary and Upper Secondary Schools at the beginning of School Year 2017/18 <http://www.stat.gov.mk/Publikacii/2.4.18.04.pdf> Ministry of Education and Science <http://www.mon.gov.mk/>

Law on Primary Education and Law on Secondary Education: <http://www.mon.gov.mk/>

Collective agreements on elementary school and secondary school: <http://sonk.org.mk/>

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	6 095	5 424	5 668	6 135	6 643	6 095	6 095
ISCED 24	6 095	5 424	5 668	6 135	6 643	6 095	6 095
ISCED 34	6 576	5 852	6 116	6 611	7 168	6 576	6 576

Source

Primary, lower and upper secondary schools at the beginning of 2020 https://www.stat.gov.mk/pdf/2020/2.1.20.09_mk.pdf

Explanatory notes

The data on primary, lower secondary and upper secondary education are a result of the regular annual surveys at the beginning of the school year. A 'school' is any school unit, regardless of whether it is an independent school, a local school or a class section in another type of school. This survey includes all types of schools (primary, lower secondary and upper secondary schools, regular, special and adult schools). From an organisational point of view, the primary and lower secondary schools can be independent or schools composed of several local schools.

North Macedonia

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	a	a	All	
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level	Progression in pay range	1, 24	From 0.060 to 0.300 (MKD 727-633)
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

SourceMinistry of Education and Science <http://www.mon.gov.mk/>

Law on Primary Education, Law on Secondary Education, Collective agreements on elementary school, Collective agreement on secondary school, Primary, Lower Secondary and Upper Secondary Schools at the beginning of School Year 2017/18

Norway

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor degree (3 years) – ISCED 6	38 236	46 630	46 630	47 096	m	16
ISCED 1	Bachelor degree (4 years) – ISCED 6	41 967	48 495	48 495	49 427	38 %	16
ISCED 24	Bachelor degree (4 years) – ISCED 6	41 967	48 495	48 495	49 427	38 %	16
ISCED 34	Bachelor degree (4 years) – ISCED 6	41 967	48 495	48 495	49 427	12 %	16

Salary range for teachers with a higher qualification (when most prevalent)

	Higher qualification held by the largest proportion of teachers	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	a	a	a	a	a	a	a
ISCED 1	Bachelor degree (5 years) – ISCED 6	45 669	50 062	50 062	53 801	49 %	16
ISCED 24	Bachelor degree (5 years) – ISCED 6	45 669	50 062	50 062	53 801	49 %	16
ISCED 34	Master degree (6 years) – ISCED 7	49 586	54 846	54 846	60 712	49 %	16

	Authority level determining the statutory salaries of teachers
ISCED 02	Collective agreement
ISCED 1	Collective agreement
ISCED 24	Collective agreement
ISCED 34	Collective agreement

Source

The collective agreement between The Norwegian Association of Local and Regional Authorities (KS) and the teachers unions: <https://www.ks.no/globalassets/faqomrader/lonn-og-tariff/hovedtariffavtalen-15.2018-30.4.2020.pdf>

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	48 391	44 907	49 325	50 621	51 232	ISCED 02	47 386	48 493
ISCED 1	53 419	49 335	53 701	55 864	55 519	ISCED 1	53 358	53 441
ISCED 24	53 419	49 335	53 701	55 864	55 519	ISCED 24	53 358	53 441
ISCED 34	57 952	52 623	57 163	59 897	59 470	ISCED 34	57 686	58 153

Source

A database named PAI owned by KS

Explanatory notes

The municipalities submit information on actual wages to KS once a year. The reference date is 1 December each year. The municipalities shall state the salary earned in November and paid in December. The municipalities shall provide information on all of their employees, except employees with a very loose (volatile) employment. KS reviews the data and the municipalities must, if necessary, correct the data.

Norway

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	School level	Regular additional payment	All	
Teaching more classes or hours than required by full-time contract	Collective agreement	Incidental payment	1, 24, 34	50 % overtime premium
Student counselling	Collective agreement	Regular additional payment	1, 24, 34	An annual compensation of minimum NOK 12.000
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	School level	Incidental payment	1, 24, 34	Training student teachers are rewarded with an occasional additional payment. Performing other special tasks may entitle to regular additional payments.
Form teacher / tutor responsibilities	Collective agreement	Regular additional payment	1, 24, 34	An annual compensation of minimum NOK 12.000
Supporting mentoring / induction programmes	School level	Regular additional payment	1, 24, 34	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Collective agreement	Progression in pay range	1, 24, 34	Statutory salary level of teachers vary depending on the qualification level: Bachelor's Degree (180 ECTS), Bachelor's Degree (240 ECTS), Bachelor's Degree (300 ECTS), Master's Degree (300 ECTS) and Master's Degree (360 ECTS or more).
Successful completion of CPD	Local	Regular additional payment	All	
Outstanding performance in teaching	Local	Regular additional payment	1, 24, 34	It is not very common, but it is possible for local authorities to give additional regular payments for teachers based on performance. Criteria are decided locally.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	Local	Regular additional payment	All	It is not very common, but it is possible for local authorities to give additional regular payments for teachers teaching students with special needs. Criteria are decided locally.
Teaching in a disadvantaged, remote or high-cost areas	Local	Regular additional payment	All	Local authorities can give additional regular payments for teachers teaching in remote areas where it is difficult to get qualified teachers.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

The collective agreement between The Norwegian Association of Local and Regional Authorities (KS) and the teachers unions:
<https://www.ks.no/globalassets/fagomrader/lonn-og-tariff/hovedtariffavtalen-1.5.2018-30.4.2020.pdf>

Norway School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2018/19

Minimum qualification to become a school head	
ISCED 02	Bachelor degree (3 years) – ISCED 6
ISCED 1	Bachelor degree (4 years) – ISCED 6
ISCED 24	Bachelor degree (4 years) – ISCED 6
ISCED 34	Bachelor degree (4 years) – ISCED 6

Single or lowest salary range (when more than one)

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

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Local authorities
ISCED 1	Local authorities
ISCED 24	Local authorities
ISCED 34	Local authorities

Source

There are no statutory salaries for school heads. The salary is set individually.

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	60 922	57 170	59 965	61 000	61 948	62 682	60 801
ISCED 1	71 447	65 537	70 646	71 705	71 698	72 198	70 995
ISCED 24	71 447	65 537	70 646	71 705	71 698	72 198	70 995
ISCED 34	86 507	a	84 817	87 115	86 165	85 842	87 162

Source

A database named PAI owned by KS

Explanatory notes

The municipalities submit information on actual wages to KS once a year. The reference date is 1 December each year. The municipalities state the salary earned in November and paid in December.

Norway

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	Local	Progression in pay range	All	
Working overtime	Local	Incidental payment	All	Local authorities decide whether a school head is covered by the overtime regulations or not. When school heads are, they receive a 50 % overtime premium.
Student counselling	Collective agreement	Regular additional payment	All	An annual compensation of minimum NOK 12.000
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Local	Incidental payment	All	
Form teacher / tutor responsibilities	Collective agreement	Regular additional payment	All	An annual compensation of minimum NOK 12.000
Supporting mentoring / induction programmes	Local	Regular additional payment	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Local	Progression in pay range	All	
Successful completion of CPD	Local	Progression in pay range	All	
Outstanding performance	Local	Progression in pay range	All	Salaries are decided locally, normally based on management skills, school size and complexity etc.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	Local	Progression in pay range	All	
Schools in disadvantaged, remote or high-cost areas	Local	Progression in pay range	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

The collective agreement between The Norwegian Association of Local and Regional Authorities (KS) and the teachers unions:

<https://www.ks.no/globalassets/fagomrader/lonn-og-tariff/hovedtariffavtalen-1.5.2018-30.4.2020.pdf>

Serbia

Teachers

Salaries

ANNUAL GROSS STATUTORY SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's degree (ISCED 6)	6 330	6 590	6 720	7 370	100 %	40
ISCED 1	Master's degree (ISCED 7)	7 396	7 698	7 850	8 606	86 %	40
ISCED 24	Master's degree (ISCED 7)	7 396	7 698	7 850	8 606	87 %	40
ISCED 34	Master's degree (ISCED 7)	7 396	7 698	7 850	8 606	87 %	40

Salary range for teachers with a higher qualification (when most prevalent)

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

	Authority level determining the statutory salaries of teachers
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law)

Explanatory notes

There are no official data on statutory salaries, but only on net base starting salaries. However, since contributions paid by the employer and the employee are calculated on the basis of fixed coefficients and percentages, it was possible to derive a formula for calculating the gross statutory starting salaries [gross=(net-1,179):0.701]. Statutory salaries for teachers with 10, 15 and 40 years were calculated taking into account the 0.4 % salary progression per year.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF **TEACHERS** (EUR) IN PUBLIC SCHOOLS, 2019/20

	Teachers aged 25-64	Teachers aged 25-34	Teachers aged 35-44	Teachers aged 45-54	Teachers aged 55-64	Male teachers aged 25-64	Female teachers aged 25-64	
ISCED 02	m	m	m	m	m	ISCED 02	m	
ISCED 1	8 007	7 507	7 724	7 968	8 762	ISCED 1	8 068	7 957
ISCED 24	8 007	7 507	7 724	7 968	8 762	ISCED 24	8 068	7 957
ISCED 34	8 040	7 523	7 749	7 996	8 823	ISCED 34	8 123	7 981

Source

Ministry of Finance – Treasury Administration

Explanatory notes

Data on actual salaries are estimates of the average monthly salary of teachers including allowances and additional payments multiplied by 12. Data for ISCED 1 and 24 refer to both education levels together. Since data on pre-primary teachers are collected on the local authorities level, there are no data for pre-primary teachers.

Serbia

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	Top level	% of salary	All	Deputy head teachers receive additional 10 % of the statutory base salary, whereas upper secondary teachers in charge of school organization receive additional 8 % of the statutory base salary.
Teaching more classes or hours than required by full-time contract	Top level	% of salary	All	Teachers who are teaching more classes or hours than required receive additional 26 % of the statutory base salary.
Student counselling	a	Statutory duty	All	
Running extracurricular activities	a	Statutory duty	All	
Providing support or training for other teachers	a	Statutory duty	All	
Form teacher / tutor responsibilities	Top level	% of salary	24, 34	Additional 4 % of the statutory base salary.
Supporting mentoring / induction programmes	a	Statutory duty	All	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	% of salary	All	Teachers receive additional 2 % for one-year specialization, 3 % for a two-year specialization, 4 % for <i>magistratura</i> (diploma obtained after post-graduate studies, granted before the introduction of Bologna system) and 6 % for a PhD of the statutory base salary.
Successful completion of CPD	a	Statutory duty	All	
Outstanding performance in teaching	School level	Incidental payment	All	Teachers have the right to 4 additional days of holidays in case of achieving 'extraordinary' results, 3 days for 'very successful' results, and 2 days for 'successful' results, but there are no guidelines on how the performance is measured. In the Special Collective agreement, it is only noted that the contribution is defined by the general employer's regulation. Teachers have the right to an additional payment if his/her students were awarded at competitions and that is also regulated at the school level. Teachers may get an additional 30 % of the statutory base salary from the school's resources if the teacher achieved special results, as defined by school regulations.
Other	a	a	All	

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	Only teachers working in special schools or teachers who work in a class with exclusively special educational needs students within the mainstream school receive additional 10 % of the statutory base salary.
Teaching in a disadvantaged, remote or high-cost areas	Top level	% of salary	1, 24	Teachers working in distant mountain villages receive additional 8 % of the statutory base salary.
Other	Top level	% of salary	1	Teachers working in remote areas with few students in combined classes receive additional 3 % of if they work with two age groups, 4 % if they work with three age groups and 5 % if they work with four age groups, of the statutory base salary.

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	More than one	Incidental payment	All	After 10, 20, 30 and 35 years of service, a teacher has the right to jubilee awards. After 10 years he/she receives 1.5 the average salary (in that institution in the previous month), after 20 years receives one average salary, after 30 years receives 1.5 the average salary, and after 35 years receives 2 average salaries. Local authorities are responsible for the jubilee awards. Teachers also have the right to redundancy benefits (3 last salaries), regulated at local level.

Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law)

Serbia

School Heads

Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Bachelor's degree (ISCED 6) plus 10-year teaching experience
ISCED 1	Master's degree (ISCED 7) plus 8-year teaching experience
ISCED 24	Master's degree (ISCED 7) plus 8-year teaching experience
ISCED 34	Master's degree (ISCED 7) plus 8-year teaching experience

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	a	7 596	8 844	100 %
ISCED 1	a	8 875	10 328	100 %
ISCED 24	a	8 875	10 328	100 %
ISCED 34	a	8 875	10 328	100 %

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

Law on the Education System Foundations; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law)

Explanatory notes

There are no official data on statutory salaries, but only on net base starting salaries. However, since contributions paid by the employer and the employee are calculated on the basis of fixed coefficients and percentages, it was possible to derive a formula for calculating the gross statutory starting salaries [gross=(net-1,179):0.701]. Taking into account the 0.4 % salary progression per year, the minimum statutory salary corresponds to 8 years of experience and the maximum to 40 years of experience. The management allowance (i.e. 20 % of the statutory base salary) was added on top.

AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

	School heads aged 25-64	School heads aged 25-34	School heads aged 35-44	School heads aged 45-54	School heads aged 55-64	Male school heads aged 25-64	Female school heads aged 25-64
ISCED 02	m	m	m	m	m	m	m
ISCED 1	m	m	m	m	m	m	m
ISCED 24	m	m	m	m	m	m	m
ISCED 34	m	m	m	m	m	m	m

Source

Data not available

Explanatory notes

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Serbia

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Top level	% of salary	All	Heads who work overtime receive additional 26 % of the statutory base salary.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	% of salary	All	Heads receive additional 2 % for one-year specialization, 3 % for a two-year specialization, 4 % for <i>magistratura</i> (diploma obtained after post-graduate studies, granted before the introduction of Bologna system) and 6 % for a PhD of the statutory base salary.
Successful completion of CPD	a	a	All	
Outstanding performance	School level	Incidental payment	All	School heads have the right to 4 additional days of holidays in case of achieving 'extraordinary' results, 3 days for 'very successful' results, and 2 days for 'successful' results, but there are no guidelines on how the performance is measured. In the Special Collective agreement, it is only noted that the contribution is defined by the general employer's regulation. School heads have the right to an additional payment if his/her students were awarded at competitions and that is also regulated at the school level. School heads may get an additional 30 % of the statutory base salary from the school's resources in case of achieving special results, as defined by school regulations.
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	Top level		1, 24	Heads working in distant mountain villages receive additional 8 % of the statutory base salary.
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	a	a	All	
Other	a	a	All	

Source

Law on Foundations of Educational System; Decree on Base Rates for the Calculation and Payment of Salaries of Persons Nominated and Appointed To and Employed By State Bodies; Labour Law, Special collective agreement for employees in primary and secondary schools, and student dormitories (in line with the Labour Law)

Turkey Teachers Salaries

ANNUAL GROSS STATUTORY SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

Salary range for teachers with the minimum qualification

	Minimum qualification to enter the teaching profession	Starting salary	After 10 years' experience	After 15 years' experience	At the top of the range	% teachers paid on this range	Average no. years to reach the top
ISCED 02	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	7 926	8 114	8 451	8 894	m	25
ISCED 1	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	7 926	8 114	8 451	8 894	m	25
ISCED 24	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	8 242	8 431	8 768	9 211	m	25
ISCED 34	Bachelor's Degree (ISCED 6) in the relevant field, obtained from a faculty of education	8 242	8 431	8 768	9 211	m	25

Salary range for teachers with a higher qualification (when most prevalent)

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

Authority level determining the statutory salaries of teachers

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

Source

MoNE internal documents

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF TEACHERS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

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

Source

MoNE, internal documents

Explanatory notes

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Turkey

Teachers

Allowances

Allowances related to other tasks and responsibilities of teachers

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in school or other management in addition to teaching duties	a	a	All	
Teaching more classes or hours than required by full-time contract	Top level	Incidental payment	All	Classroom teachers are to teach 18 hours per week, as part of their contract. Field teachers (English, physics, etc.) have to teach 15 hours, accordingly. Overtime teaching (up to 30 hours per week) is paid based on the number of extra class hours, monthly. Teachers are paid TRY 116.7 for each extra class they teach.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	Top level	Incidental payment	All	Student teachers are sent by the higher education institutions to the Ministry schools under a BA course entitled 'Practicum' and 'School Experience'. Mentor teachers receive a certain amount of additional payment as 'extra teaching hours'.
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to teachers' qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	Top level	Progression in pay range	All	Teachers' salaries are commonly identified in terms of their major, whether classroom teacher or field teacher, and in terms of their year of experience. In this respect, additional education such as MA and PHD offers one and three years of experience successively.
Successful completion of CPD	Top level	Regular additional payment	All	
Outstanding performance in teaching	Top level	Progression in pay range	All	According to the regulation 'Certification of Success, Higher Success and Award for the Personnel of the Ministry of National Education', local governors can reward outstanding performance of teachers by granting them a 'success certificate'. After receiving three 'success certificates', a teacher gets a Higher Success Certificate and may be offered a financial compensation, which is calculated by referring to the core salary of the highest ranked state official. The award can be offered up to 200 % of this core salary (around TRY 2 800 in 2018).
Other	Top level	Regular additional payment	All	Between TRY 30 and 140 per month depending on the language proficiency score.

Allowances related to teaching conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Teaching SEN students (in mainstream classes/schools)	a	a	All	
Teaching in a disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	Regular additional payment	All	Based on the 657th Civil Personnel Act, teachers, as civil servants, are provided with an additional monthly allowance depending on the number and age of their siblings. They may receive an additional payment if their wife/husband is unemployed. For the first kid, the amount is TKL 49 if younger than 72 months, and 77 if older; for the second, it is 99 if younger than 72 months, and 153 if older; and for the third, it is 157 if younger than 72 months, and 238 if older.
Other	Top level	Incidental payment	All	Teachers are also given an allowance for getting prepared for the school year, such as purchasing stationary and relevant items (TRY 1 108 for 2019).

Source

NATIONAL STATISTICS by Ministry of National Education: http://sqb.meb.gov.tr/www/icerik_goruntule.php?KNO=270

LAWS <https://www.resmigazete.gov.tr/arsiv/10744.pdf> – Internal documents

Turkey School Heads Salaries

ANNUAL GROSS STATUTORY SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

Minimum qualification to become a school head	
ISCED 02	Being a fully-qualified teacher in service for at least one year
ISCED 1	Being a fully-qualified teacher in service for at least one year
ISCED 24	Being a fully-qualified teacher in service for at least one year
ISCED 34	Being a fully-qualified teacher in service for at least one year

Single or lowest salary range (when more than one)

	Type of school	Minimum salary	Maximum salary	% SH paid on this range
ISCED 02	All pre-primary schools	9 227	9 976	m
	All primary schools	9 121	9 870	m
ISCED 24	All lower secondary schools	9 121	10 081	m
ISCED 34	Upper secondary schools excluding Anatolian schools	9 226	10 504	m

Highest salary range

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

Most prevalent range (when none of the above)

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

	Authority level determining the statutory salaries of school heads
ISCED 02	Central/State government or top level authorities
ISCED 1	Central/State government or top level authorities
ISCED 24	Central/State government or top level authorities
ISCED 34	Central/State government or top level authorities

Source

MoNE, internal documents

Explanatory notes

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AVERAGE ANNUAL GROSS ACTUAL SALARIES OF SCHOOL HEADS (EUR) IN PUBLIC SCHOOLS, 2019/20

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

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

Source

MoNE, internal documents

Explanatory notes

-

Turkey

School Heads

Allowances

Allowances related to other tasks and responsibilities

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Participation in other management in addition to school head duties	a	a	All	
Working overtime	Top level	Incidental payment	All	School heads are paid 20 hours (per month) for their administrative services.
Student counselling	a	a	All	
Running extracurricular activities	a	a	All	
Providing support or training for other teachers	a	a	All	
Form teacher / tutor responsibilities	a	a	All	
Supporting mentoring / induction programmes	a	a	All	
Other	a	a	All	

Allowances related to qualifications, training and performance

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Further formal qualifications	a	a	All	
Successful completion of CPD	a	a	All	
Outstanding performance	a	a	All	
Other	a	a	All	

Allowances related to working conditions

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Schools with SEN students	a	a	All	
Schools in disadvantaged, remote or high-cost areas	a	a	All	
Other	a	a	All	

Other criteria

	Authority level	Type of compensation	ISCED levels	Explanatory notes
Residence / accommodation allowance	a	a	All	
Family status	Top level	% of salary	All	Based on the 657th Civil Personnel Act, school heads, as civil servants, are provided with an additional monthly allowance depending on the number and age of their siblings. They may receive an additional payment if their wife/husband is unemployed. For the first kid, the amount is TKL 49 if younger than 72 months, and 77 if older; for the second, it is 99 if younger than 72 months, and 153 if older; and for the third, it is 157 if younger than 72 months, and 238 if older.
Other	a	a	All	

Source

MoNE internal documents

PART III: DEFINITIONS

Education levels and programmes

The Eurydice-OECD joint data collection on teachers' and school heads' salaries and allowances covers pre-primary, primary and secondary education (lower and upper). The definitions used are those set down in the 2011 International Standard Classification of Education (ISCED). At the secondary level, only general programmes are within the scope of the data collection.

Pre-primary education (ISCED 02)

Programmes at this level are typically designed with a holistic approach to support young children's early cognitive, physical, social and emotional development and to introduce them to organised instruction outside the family context. These programmes must have an intentional education component. Pre-primary education (ISCED level 02) is designed for children aged at least 3 years.

Primary education (ISCED 1)

Programmes at this level are typically designed to provide students with fundamental skills in reading, writing and mathematics (i.e. literacy and numeracy) and to establish a solid foundation for the learning and understanding of core areas of knowledge in preparation for lower secondary education. They also seek to promote children's personal and social development. Age is typically the only entry requirement at this level. The customary or legal age of entry is usually between 5 and 7 years old. This level typically lasts six years, although its duration can range between four and seven years, depending on the country.

General lower secondary education (ISCED 24)

Programmes at lower secondary level are typically designed to build on the learning outcomes from ISCED level 1. Students enter ISCED level 2 typically between ages 10 and 13 (age 12 being the most common). The ISCED designator 24 denotes general lower secondary education.

General upper secondary education (ISCED 34)

Programmes at upper secondary level are typically designed to complete secondary education in preparation for tertiary education or to provide skills relevant to employment, or both. Pupils enter this level typically between ages 14 and 16. The ISCED designator 34 denotes general upper secondary education.

Decision-making levels

Central/state government or top-level authorities

These refer to all government bodies at the national (state) level that make or participate in different aspects of decision-making. In 'federal' countries or countries with a similar type of government structure, they refer to the first level of territorial authority immediately below the national level.

The highest level of authority with responsibility for education in a given country is usually located at national (state) level. However, for Belgium, Germany, and Spain, the *Communautés*, *Länder*, and *Comunidades Autónomas* respectively are responsible for all or most areas relating to education. Therefore, these administrations are considered as the top-level authority for the areas where they hold the responsibility, while for the ones for which they share the responsibility with the national (state) level, both are considered to be top-level authorities.

Provincial/regional/sub-regional/inter-municipal authorities or governments

These refer to the first level of territorial authority immediately below the national level in countries that do not have a 'federal' or similar type of governmental structure and to the second level of territorial authority below the national government in countries with a 'federal' or similar type of governmental structure.

Local government/authorities/municipalities

These refer to the lowest level of territorial authority in a nation. The local authority in terms of education may be the education department within a general-purpose local government or a special-purpose local government body whose sole area of responsibility is education.

School level authorities

These refer to the decision-making bodies located within the school, which could be: (1) an external school board, which includes residents of the wider community; (2) an internal school board, which could include school heads, teachers, other school staff, parents, and students; and (3) both an external and an internal school board. 'School networks', 'networks of schools', 'didactic circles' and 'groups of schools' or 'school clusters' are considered as school level authorities.

Parents and teachers should be considered as one element of the school level, rather than a separate level. The school level also includes any individual employee (e.g. a teacher) in the school who is allowed to take decisions.

Collective agreements

These refer to collective agreements adopted by the relevant stakeholders when they are the only instrument used to determine teachers' and school heads' compensations

More than one authority level

This refers to a combination of two or more of the above-mentioned authorities (e.g. central government and local authorities).

Public and private schools

This data collection focuses on the salaries of teachers and school heads in **public educational institutions**. However, in a few countries, the reported salaries may also apply to government-dependent private schools.

According to the 2016 UOE manual for the data collection on education systems, an education institution is classified as public or private depending on whether it is under the overall control of a public or private body.

Public institutions

An institution is classified as **public** if it is:

Controlled and managed directly by a public education authority or agency, or

Controlled and managed either by a government agency directly or by a governing body (Council, Committee, etc.), most of whose members are either appointed by a public authority or elected by the public.

Private institutions

An institution is classified as **private** if:

It is controlled and managed by a non-governmental organisation (e.g. a church, a trade union or a business enterprise, a foreign or international agency), or its governing board consists mostly of members not appointed by a public agency.

The terms 'government-dependent' and 'independent' refer only to the degree of a private institution's dependence on funding from government sources; they do not refer to the degree of government direction or regulation. A **government-dependent private institution** is one that either receives at least 50 % of its core funding from government agencies or one whose teaching staff are paid by a government agency – either directly or through government. An **independent private institution** is one that receives less than 50 % of its core funding from government agencies and whose teaching staff are not paid by a government agency.

Teachers and school heads

This data collection covers fully qualified full-time teachers and school heads. Part-time teachers and those that are not yet fully qualified are beyond the scope of the study.

Fully qualified full-time teacher

Fully qualified teachers are those who have fulfilled all the training requirements for teaching (one or more subjects) and meet all other official requirements (e.g. probation period). Their professional tasks involve the planning, organisation and delivery of group or individual activities for a class of students with respect to the development of their knowledge, skills, and attitudes.

The designation **full-time** teacher is usually based on 'statutory working hours', as opposed to actual total working time or actual teaching time. A teacher employed for at least 90 per cent of the normal or statutory number of hours of work for a full-time employee over a complete school year is considered as a full-time teacher in the context of this survey.

School head

The term **school head** refers to any person whose primary or major function is heading a school or a group of schools alone or within an administrative body such as a board or council. The school head is the primary leader responsible for the leadership, management and administration of the school.

Depending on circumstances, school heads may exercise educational responsibilities (which may include teaching tasks but also responsibility for the general functioning of the institution in areas such as the timetable, implementation of the curriculum, decisions about what is to be taught and the materials and methods used). They may also have – to a varying degree – other administrative, staff management and financial responsibilities.

Statutory salary

The annual statutory salary is the sum of the gross wages paid to full-time, fully qualified teachers or school heads according to statutorily defined salary ranges. It includes any additional payments that all teachers or school heads receive and that constitute a regular part of the annual base salary such as the 13th month and holiday pay (where applicable) or, in the case of school heads, the allowance received by all school heads for managing the school. This gross amount excludes the employer's social security and pension contributions, but includes those paid by employees.

Salary range for teachers

Indicates the amount of salary that full-time, fully qualified teachers can expect to receive, depending on the number of years that they have been in service. Progression in the salary range may also be linked to the fulfilment of certain conditions, such as a positive evaluation in the performance review/appraisal process. Salary scales are statutorily defined either in regulations or agreements between stakeholders. Data for this survey is collected at four points on the salary range:

- starting salary,
- salary after 10 years of experience,
- salary after 15 years of experience, and
- salary at the top of the range.

The salary range applies to teachers who hold the minimum qualification required to enter the teaching profession in the reference year. In education systems where the largest proportion of teachers holds a higher qualification than the minimum that is associated with a different salary range, the information on this pay range is also collected.

Salary range for school heads

Indicates the range of pay received by school heads (working full-time) with the minimum qualification required to manage a school. Salary scales are statutorily defined either in regulations or agreements between stakeholders. Data is collected for the minimum and maximum points of the salary range applicable to school heads. Salary progression may depend on various criteria, such as experience, performance, nature and number of responsibilities, and school characteristics.

The reported salaries of school heads may consist of the statutory teacher salary plus a management allowance, or there may be a distinct statutory salary range for school heads to which, in some cases, a management allowance is added.

In education systems where the salary range changes with the type of school (e.g. number of students or classes, geographic location, offer of special programmes or differentiated teaching), the data refers to the scales with the lowest and highest minimum salaries. Where there is a different salary scale that applies to the largest proportion of school heads, this data is also collected.

Actual salary

This refers to the weighted average gross annual salary actually received by all teachers or school heads within the age range 24-65 at a specific education level, including the statutory salary and other additional payments. This amount excludes the employer's social security and pension contributions but includes those paid by the employees. The additional payments refer to bonuses and allowances which teachers may be awarded in addition to their basic salary set according to their educational qualifications and experience. Actual salary data can be drawn from national administrative registers, statistical databases, representative sample surveys or other representative sources.

Allowances

In the context of this report 'allowances' refers to the various forms of regular or exceptional payments that may be provided in addition to the statutory salary. This report takes into consideration three main categories:

Additional responsibilities

Activities that might be carried out by teachers/school heads as distinct from those specified in their contract, which can include:

- Managerial activities (e.g. serving as head of department or coordinator of teachers). For school heads, responsibilities for leadership/management/administration, etc. are not regarded as additional responsibilities.
- Teaching more classes or working more hours than required by the full-time contract of employment or in the conditions of service (overtime payments).
- Student counselling after classes, including student supervision, virtual counselling, career guidance and behavioural support.
- Running extra-curricular activities (e.g. sports, homework clubs, out-of-school workshops, visits to museums, drama clubs, summer schools).
- Training student teachers and providing support to other teachers.
- Acting as a form tutor or teacher.
- Participation in mentoring programmes and/or supporting new teachers in induction programmes.

Teachers' qualifications, training and performance

Further formal qualifications

Further formal qualifications may include any postgraduate qualifications obtained beyond the minimum qualification needed to become a teacher at the specific level of education (e.g. master's degree, PhD degree, etc.).

Further CPD qualifications

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

Outstanding performance

Teachers and school heads may be appraised on the quality of their work (teaching or managing) through internal or external evaluation procedures or on the basis of the results obtained by their students in different types of examinations.

Teaching conditions

Geographical location

Location allowances are often used as incentives to encourage teachers to accept posts in remote or rural areas as well as in socially disadvantaged ones. Also included in this category are the allowances given for working in regions such as capital cities where the cost of living is above average.

Special educational needs or challenging circumstances

Allowances for teaching students with special educational needs integrated within mainstream classes and pupils with learning difficulties, language problems, and those from an immigrant background, etc. In the case of school heads, these activities also include tasks designed to coordinate and support specific groups of students.

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ANNEXES

Main GDP aggregates per capita [nama_10_pc]

GEO/TIME	2019	2020	GEO/TIME	2019	2020
Belgium	41 450	38 970	Netherlands	46 710	45 790
Bulgaria	8 780	8 750	Austria	44 780	42 110
Czechia	20 990	19 970	Poland	13 870	13 600
Denmark	53 760	53 470	Portugal	20 800	19 640
Germany	41 510	40 070	Romania	11 510	11 290
Estonia	21 220	20 440	Slovenia	23 170	22 010
Ireland	72 260	73 590	Slovakia	17 210	16 680
Greece	17 110	15 490	Finland	43 510	42 940
Spain	26 430	23 690	Sweden	46 170	45 610
France ⁽²⁴⁾	35 960	33 690	Iceland	61 510	52 170
Croatia	13 340	12 130	Liechtenstein	152 490	:
Italy	29 680	27 500	Norway	67 730	59 100
Cyprus	25 270	23 580	Switzerland	76 200	75 890
Latvia	15 900	15 430	Montenegro	7 960	:
Lithuania	17 460	17 460	North Macedonia	:	:
Luxembourg	102 200	101 640	Albania	4 780	:
Hungary	14 950	13 940	Serbia	6620	6710
Malta	26 930	24 870	Turkey	8230	7520
Last update	08.04.2021	UNIT	Current prices, euro per capita		
Extracted on	12.04.2021	NA_ITEM	Gross domestic product at market prices		
Source of data	Eurostat				

Euro/ECU exchange rates - annual data [ert_bil_eur_a]

CURRENCY/TIME	2019	2020	CURRENCY/TIME	2019	2020
Bulgarian lev	1.9558	1.9558	Albanian lek	123.0100	123.77
Czech koruna	25.670	26.455	Denar (of North Macedonia)	61.5060	61.6751
Danish krone	7.4661	7.4542	Serbian dinar	117.8524	117.5777
Croatian kuna	7.41800	7.5384	Turkish lira	6.3578	8.0547
Hungarian forint	325.30	351.25			
Polish zloty	4.2976	4.443	Last update	26.04.21	
Romanian leu	4.7453	4.8383	Extracted on	04.05.21	
Swedish krona	10.5891	10.4848	Source of data	Eurostat	
Swiss franc	1.1124	1.0705			
Icelandic krona	137.28	154.59	STATINFO	Average	
Norwegian krone	9.8511	10.7228	UNIT	National currency	

⁽²⁴⁾ France: GDP per capita in 2018: EUR 35 100

HICP (2015 = 100) - annual data (average index and rate of change) [prc_hicp_aind]

GEO/TIME	2020	GEO/TIME	2020
Belgium	108.23	Netherlands	106.96
Bulgaria	106.27	Austria	108.47
Czechia	111.4	Poland	108.6
Denmark	102.9	Portugal	103.58
Germany	105.8	Romania	110.67
Estonia	109.80	Slovenia	104.82
Ireland	101.2	Slovakia	108.47
Greece	101.17	Finland	103.98
Spain	103.91	Sweden	107.63
France	105.50	Iceland	103.03
Italy	103.0	Liechtenstein	:
Croatia	103.06	Norway	112.8
Cyprus	99.67	Switzerland	100.56
Latvia	108.62	Montenegro	:
Lithuania	110.63	North Macedonia	106.73
Luxembourg	105.93	Albania	:
Hungary	113.15	Serbia	110.7
Malta	106.37	Turkey	179.98
Last update	17.3.2021	UNIT	Annual average index
Extracted on	31.3.2021	COICOP	All-items HICP
Source of data	Eurostat		

ACKNOWLEDGEMENTS

European Education and Culture Executive Agency

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Teachers' and School Heads' Salaries and Allowances in Europe 2019/20

This report covers the salaries of teachers and school heads in pre-primary, primary and general secondary public schools in 2019/20 in 38 European education systems. The comparative overview examines the statutory salaries for beginning teachers and the prospects for salary increases throughout their career. It also analyses the main changes to teachers' statutory salaries in the past years, the average actual salaries including allowances and other additional payments, and the statutory salaries of school heads.

The report includes country sheets illustrating the data on salaries and allowances of teachers and school heads for each education system.

Data have been collected jointly by the Eurydice and the OECD/NESLI networks.

The Eurydice Network's task is to understand and explain how Europe's different education systems are organised and how they work. The network provides descriptions of national education systems, comparative studies devoted to specific topics, indicators and statistics. All Eurydice publications are available free of charge on the Eurydice website or in print upon request. Through its work, Eurydice aims to promote understanding, cooperation, trust and mobility at European and international levels. The network consists of national units located in European countries and is coordinated by the European Education and Culture Executive Agency (EACEA).

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