



Teachers' and School Heads' Salaries and Allowances in Europe, 2011/12

Eurydice Report

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OVERVIEW

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

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

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

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

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

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

The reference year for the data collection is the **2011/12 school year** (September 2011-August 2012). Nevertheless, for countries where, index-linked changes in salary occur at the beginning or end of the calendar year, the information is provided for the period **January-December 2012** if not indicated otherwise.

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

PART I: COMPARATIVE ANALYSIS

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Introduction

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

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

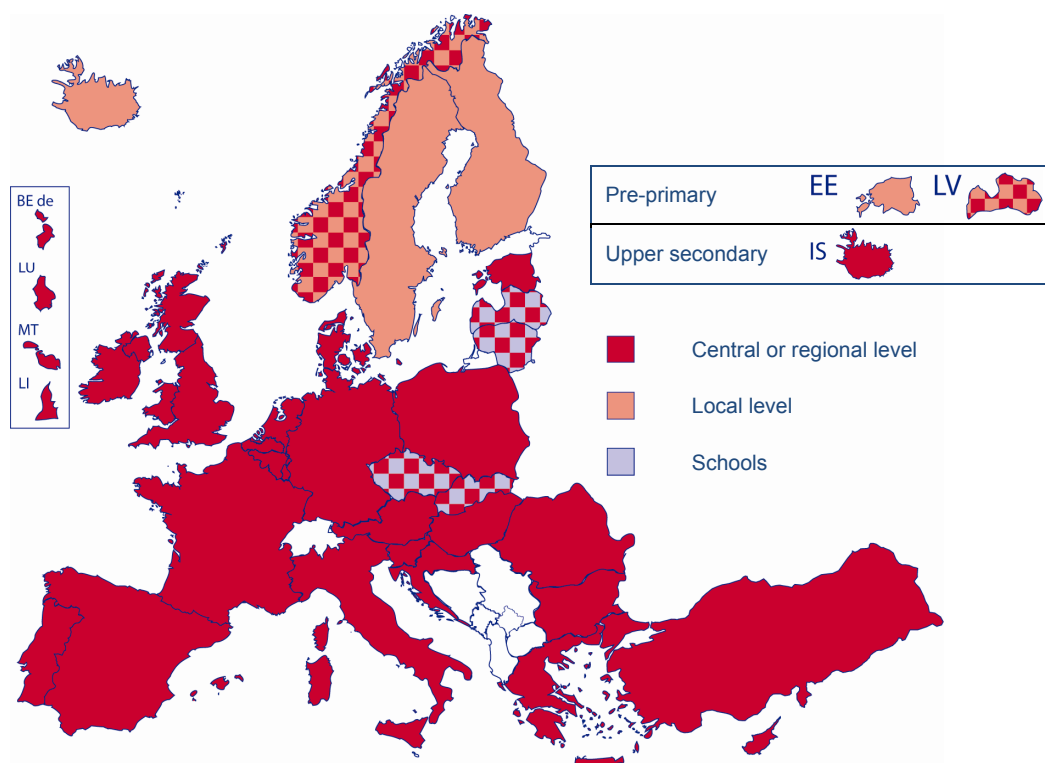
The present overview compares the decision-making levels that are responsible for setting teachers' and school heads' statutory salaries. The minimum and maximum statutory salaries are presented relative to the GDP per capita in each country, with an indication of salary progression and its relation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

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

In general terms, central/regional authorities make decisions regarding the overall amount of public expenditure in each category of resource earmarked for public schools providing compulsory education. In some countries, however, the public authorities only decide on the overall amount of the school budget, and decisions relating to specific categories of resource are made at school level. Depending on the chosen method of distribution, the amount of funding for a particular resource is established either in terms of a lump sum to be shared out optimally among schools, or by means of a formula which, when applied to each school individually, gives the total level of funding required (Eurydice, 2012) ⁽¹⁾.

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

Figure 1: Decision-making levels for setting teachers' basic statutory salaries in public sector from pre-primary till upper secondary education, 2011/12



Source: Eurydice.

Explanatory note

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

⁽¹⁾ EACEA/Eurydice, 2012. Key Data on Education in Europe 2012.
http://eacea.ec.europa.eu/education/eurydice/key_data_en.php

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

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

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

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

Grant-aided private schools (also defined as private government depended) receive the major part of their funding from the public authorities on the base of specific agreements. The salary arrangements for teachers and school heads in these schools are usually based on the same calculation methods and basic statutory salary references as in the public sector. In Spain, every year, the general state budget establishes the mechanism for funding the salaries of teachers in grant-aided private schools, which can then be increased by each Autonomous Community. The actual salaries of these teachers are established by the salary scales of the corresponding collective agreement and the result of the negotiations between the employer's organization and the teachers unions. The minimum salary for staff covered by the agreement comprises: basic salary, bonus linked to length of service, additional allowances, extra payments (paid twice every year). In Hungary, the Labour Code is applied for the calculation of the teachers' basic statutory salaries in the private sector; nevertheless, according to the Public Education Act, teachers' basic statutory salaries in grant-aided private schools cannot be lower than public servants' basic statutory salaries.

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

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

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

In many cases, the minimum and maximum basic statutory annual teachers' salaries compared to GDP per capita are identical at primary and lower secondary education levels and relatively higher at upper secondary level. In the majority of countries, minimum basic teacher salaries in primary and general secondary education are lower than per capita GDP. The lowest rate can be observed in Latvia, Lithuania, Romania and Slovakia where the minimum primary teacher salary corresponds to less than 50 % of national GDP per capita.

On the other hand, the highest relative ratio between the teachers' minimum salaries and the GDP per capita can be seen in Germany (141 %), Spain (136 %), Portugal (133 %) and Turkey (150 %).

At upper secondary education, teachers' minimum statutory salaries in most countries represent almost 90 % of GDP per capita. Those countries which have relatively low minimum salaries at primary level also have the lowest statutory wages in upper secondary education. The maximum statutory salaries for teachers in secondary education are in general higher than those at primary level. The highest maximum statutory salaries compared with the GDP per capita can be seen in Cyprus (282 %), Portugal (271 %) and Germany (211 %), however in Portugal a teacher needs more than 30 years to obtain such maximum salary (see Figure 3). In contrast, in the Czech Republic, Estonia, Latvia, Lithuania and Slovakia even the maximum statutory salaries at all three levels are still lower than the GDP per capita.

In countries where in the last few years the GDP decreased due to the budgetary and financial crisis and the statutory salaries remained unchanged or smaller reductions were applied in 2012, we see a positive development in this indicator, nevertheless the real purchasing power of teachers in those countries continued to decrease.

Figure 2: Minimum and maximum annual gross statutory salaries of full-time fully qualified teachers in public schools relative to GDP per capita (2011/12)



Source: Eurydice.

Explanatory note

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

The values indicated in the diagram are obtained by establishing a relation between the minimum and maximum basic gross annual statutory salary in national currency and GDP per capita (at current prices in national currency) in the country concerned. The reference calendar year for per capita GDP is 2011 (for Bulgaria, Poland and Romania, GDP per capita is from 2010). The reference period for salaries is the 2011/12 school year or the calendar year 2011.

Country specific notes

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

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

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

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

Germany: Data from 2010/11 school year. The different *Länder* are responsible for the definition of the basic statutory salaries. Given the complexity and wide variety of circumstances, the values presented for statutory salaries represent a weighted average of the data available at *Länder* level for civil servants and include allowances.

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

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

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

Netherlands: Data not available

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

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

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

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

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

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

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

The maximum statutory salaries expressed in PPS EUR are generally two times higher than the minimum salaries for new entrants. Teachers in primary education in the Czech Republic, Denmark, Latvia and Turkey may receive only around 20 percent salary increase during their professional career. However, in upper secondary education, the maximum statutory salaries in Cyprus, Hungary, Austria, Portugal and Romania are more than double compared with the salary at the beginning of the professional career. This fact, together with the frequency of salary increases, may explain why teaching may be more attractive at some stages of a career than others. Clearly, teachers whose salaries rise significantly throughout their entire career may be less inclined to leave the profession than those whose salaries do not progress beyond the early years of experience. However, this factor must be considered together with the average number of years that are needed to obtain the maximum statutory salary.

In most of the European countries, the average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is between 15 and 25 years. Nevertheless, in Spain, Italy, Hungary, Austria, Portugal and Romania, it takes 34 years or more to achieve the maximum statutory salary. On the other hand, in Denmark, Estonia and the United Kingdom, a teacher with 10 years of professional experience can already be at the maximum salary scale.

At all three education levels, a positive correlation can be seen between the level of increase between the minimum and the maximum statutory salary and the number of years needed to obtain such salary. A strong relationship is observed in Hungary, Austria, Portugal and Romania, the four countries with a biggest difference between the maximum and minimum salaries and the highest number of year needed to obtain this maximum salary. The same correlation is true also in Denmark, Estonia, Latvia and the United Kingdom (Scotland) where in less than 13 years of experience teachers already can get the maximum statutory salary that is only around 30 % higher than the minimum.

However, a few countries are not following this tendency. For example in Lithuania and the United Kingdom (England, Wales and Northern Ireland), the maximum statutory salary is between 70 % and 90 % higher than the minimum and teachers can get this maximum wage only after between 10 and 15 years of experience. At the opposite, in the Czech Republic (after a recent reform aiming to increase the minimum salary), Spain, Italy, Slovakia and Turkey, the maximum salaries are only 50 % higher than those for entry teachers but teachers get those only after 25 to 35 years of experience. Finally, in France and Cyprus, the maximum teachers' salaries are almost or more than double comparing with those for starting teachers and it takes around 20 years to obtain them.

Actual teachers' salaries are closer to the maximum statutory ones

Statutory salaries are only a reference for the definition of the actual salaries that teachers receive for their work. In the different European education systems, a wide range of complementary allocations are granted as well as other financial benefits.

For many of the analysed countries, only the average actual salaries are available for all teachers considered together, so it is not possible to make a comparison between education levels, but still they provide a more accurate picture of the remuneration of teachers. In those cases where details are available by level of education, the actual teachers' salaries in primary and lower secondary education are lower than those in upper secondary level following the same trend and the statutory salary scales.

The highest actual salaries at upper secondary level (or for all levels together) can be seen in Luxembourg (PPS EUR 86 745 per year), Denmark (PPS EUR 56 336 per year) and Austria (PPS EUR 52 308 per year).

As a general tendency, actual teacher salaries in many of the countries with available data are located close to the maximum statutory salary. This can be explained in part by the relatively high share of teachers in the older age groups. In the Czech Republic, Denmark, Latvia, Lithuania, Poland, Slovakia, Finland and the United Kingdom (England and Wales), the actual teachers' salaries are even higher than the maximum statutory ones, mainly due to the range of additional allowances that teachers may receive. On the other hand, in Italy, Luxembourg and Portugal, the actual teacher's salaries are almost in the middle of the statutory scale. This fact can be partly explained by the relatively long professional experience (between 25 and 34 years) required to obtain the maximum salary scale and in the case of Luxembourg and Portugal by the fact that almost 50 % of teachers are under 40 years old. However, this is not the case in Italy where most of the teachers are older than 50.

Country specific notes (Figure 4)

See Figures 2 and 3.

Bulgaria, Denmark, Estonia, Greece, France and United Kingdom (Scotland): Average actual gross annual salary is calculated for all teachers without any distinction between the education levels.

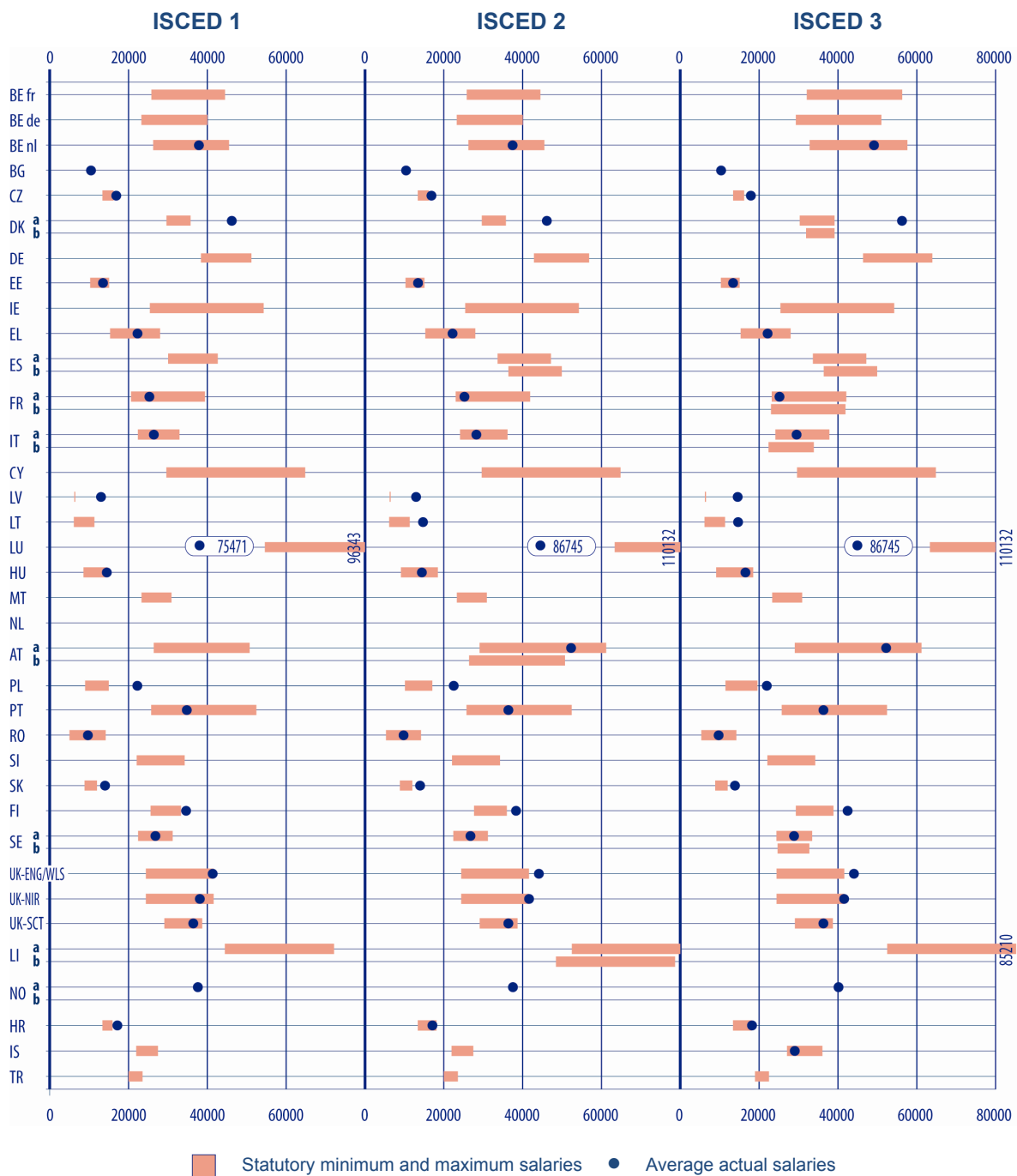
Austria: Average actual salaries are only for teachers at the academic secondary schools. School heads are included.

Netherlands: Data not available

Portugal: The value for primary level only corresponds to the average actual gross salary of first cycle teachers. The value for second cycle teachers is the same as for lower and upper secondary teachers.

Slovakia: Data about average actual salary include both teacher and school heads salaries.

Figure 4: Minimum and maximum annual statutory gross salaries of full-time fully qualified teachers in public schools and average actual annual gross salaries, in PPS EUR (2011/12)



Source: Eurydice.

Explanatory note

The average actual gross annual salary shown here is the gross annual salary received by all teachers/school heads including their basic gross statutory salary plus all the allowances, bonuses or financial benefits, divided by the total number of teachers at the specific level. Depending on the country, more than one education levels are considered together or different categories are merged, but average salaries are shown in the figure for each education level.

The data is from the most recent national administrative registers, statistical databases, representative sample surveys or other representative sources. See national reference years and details on education levels in the National data sheets.

All salaries data is presented in Purchasing Power Standard (PPS). PPS is the artificial common reference currency unit used in the European Union to express the volume of economic aggregates for the purpose of spatial comparisons in such a way that price level differences between countries are eliminated. Economic volume aggregates in PPS are obtained by dividing their original value in national currency units by the respective PPP. PPS thus buys the same given volume of goods and services in all countries, whereas different amounts of national currency units are needed to buy this same volume of goods and services in individual countries, depending on the price level.

Salary adjustments done in the period 2000-2009 allowed teachers to keep their purchasing power

The positive evolution in real terms of the teachers' statutory salaries is one of the main factors that determine their purchasing power. The increase of the statutory salaries is mainly due to three factors: reforms of the salaries in the education sector; increase for adjustment to the cost of living for teachers and general adjustment of the salaries in the public sector.

In the last decade, in all European countries, the education authorities increased the absolute statutory salaries for teachers. In some cases, this increase for the last ten years was of more than 40 %. However, the absolute increase of the salaries is not always followed by a real increase due to the faster raise of the cost of living. Moreover, the relatively high increase of the statutory minimum salaries in some countries can be explained by their very low levels in the reference year 2000, so the present indicator must be interpreted with caution.

In all countries, with the exception of Greece and France, the statutory salaries in constant prices increased between 2000 and 2009 both for primary as well as for upper secondary teachers. In twelve countries, a considerable absolute increase of more than 20 % of the salaries for both primary and upper secondary teachers was registered. Similar relevant increase is also observed only for primary education teachers in Iceland and for upper secondary education teachers in Spain.

In Belgium, Denmark (primary level), Italy, the Netherlands, Austria, Portugal (up to 2009), Finland, Sweden and the United Kingdom (England, Wales and Northern Ireland), the entry teachers kept their purchasing power at similar level as in 2000.

The recent financial and economic crisis had an important impact on public finances, and the purchasing power of teachers is lowering in countries with no adjustment of salaries to the cost of living or where specific restrictions were applied. This general trend can be seen in almost half of the countries with available data.

Country specific notes (Figure 5)

Czech Republic: Important increase in the minimum salaries are due to the reform undertaken by the education authorities to merge the existing different salary scales for teachers preserving the one with higher salaries levels as shown in the national sheet.

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

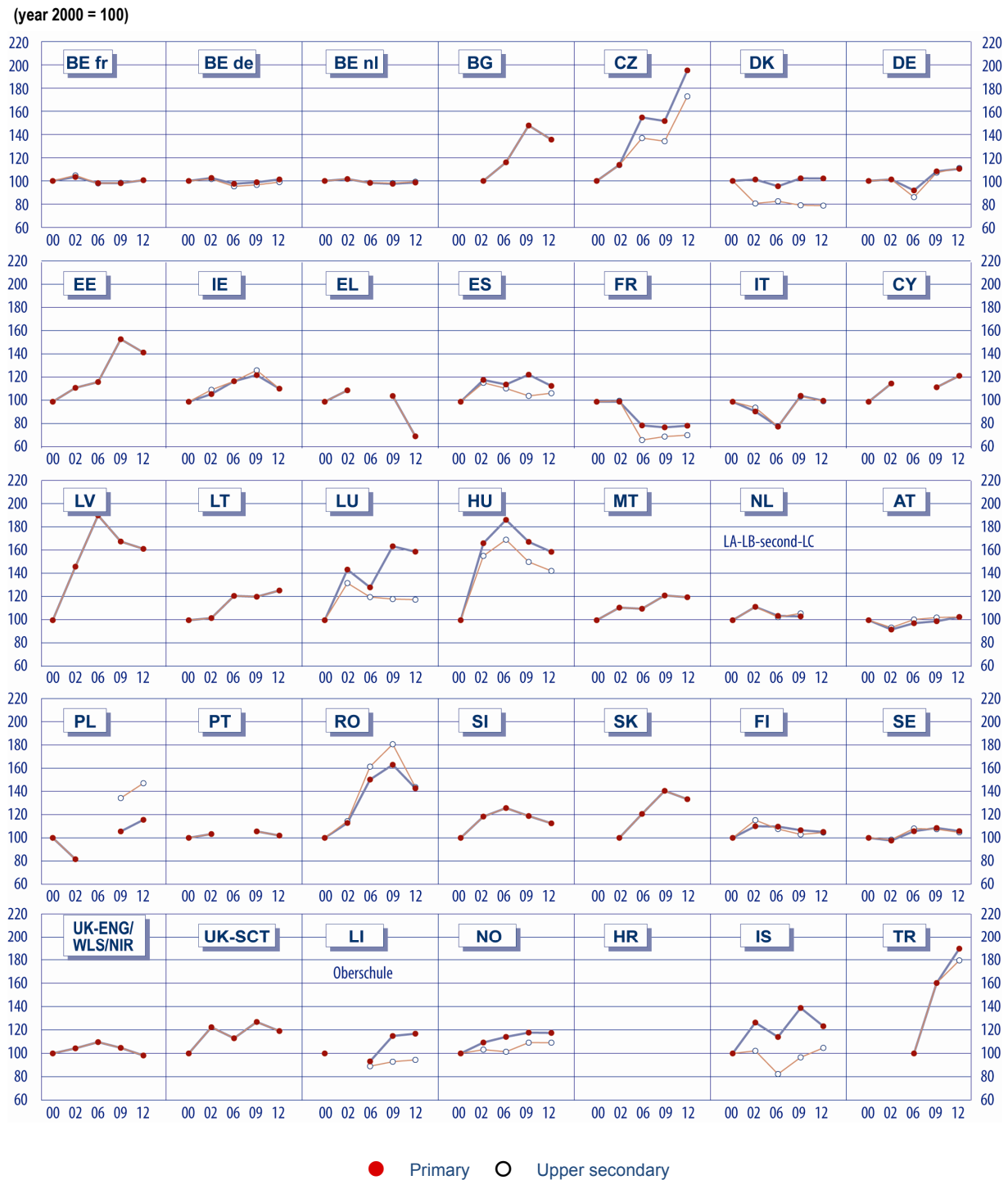
Austria: At ISCED 2, data on salaries of *Allgemeinbildende Höhere Schule* teachers.

Sweden: There are no salary scales or statutory salaries. The indicated minimum salaries correspond to the lower decile of the actual teachers' salaries.

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

Liechtenstein: Data for Switzerland are taken as conversion PPS rates and price index.

Figure 5: Trends in the minimum basic gross annual statutory salary in PPS EURO (in 2000 prices) for teachers in primary and upper secondary education (ISCED 1 and ISCED 3), 2000-2012



X axis: Reference years; 2000 to 2012

Y axis: Relative percentage increase, year 2000 = 100

Source: Eurydice.

Explanatory note

Data used for the calculation of the trend in minimum statutory teachers' salaries are from *Key Data on Education in Europe* 2012, 2009, 2005, 2002 data collections. For some countries, the represented index data might be inconsistent due to a change in the reporting methodology.

The annual basic statutory salaries have been converted into purchasing power standard based on the Euro (PPS – see the 'Glossary and Statistical Tools' section) to eliminate price differences between countries and deflated by the EU-27 GDP price index (base year 2000).

The annual growth index is calculated by dividing the statutory salaries for the concerned year converted in EURO PPS and deflated to the 2000 EU-27 price index by the statutory salary converted in EURO PPS for 2000 multiplying the result by 100. 2000 = 100, except in the case of Bulgaria and Slovakia where it is 2002 and Turkey 2006.

Growing number of countries are reducing or freezing teachers' salaries because of budgetary restrictions

In the last two years, teachers' salaries were directly affected by the economic downturn in around half of countries. Starting from the 2009/10 school year and especially after mid-2010, the effect of the economic downturn and the pressure on the public finances was much more pronounced and more countries were obliged to apply salary cuts for public employees. This was the case mainly in Ireland, Greece, Spain (reduction mainly in 2010/11), Italy, Portugal and Slovenia (mainly in the allowances).

Ireland, a country with special memorandum on budgetary support, reduced the salaries of teachers and other public service staff starting from January 2010 in a progressive way. The lower salaries were reduced by 5 % and the teachers with highest annual pays had a cut of over 10 %. In the following two years (2011 and 2012), the statutory salaries for serving teachers' remained unchanged, but due to the rise of the consumer prices (2.59 % during 2011 and 2.22 % during 2012) the purchasing power of teachers continued to diminish.

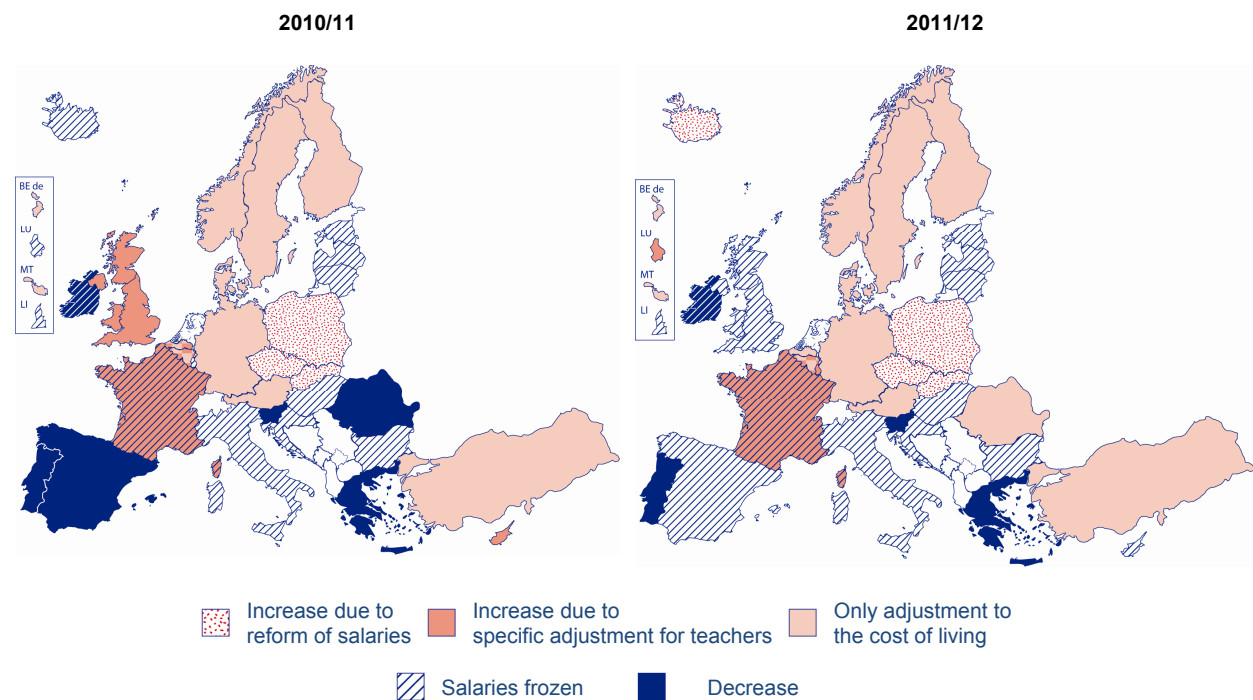
In the same time, Ireland applied severe cuts to new entrant teachers (and all public service new entrants) appointed after 1 January 2011. Those salaries were reduced by 10 % starting from January and a further 3.2 % reduction was applied to the salaries of new entrant teachers appointed after 4 December 2011 due to a cap on the payment of qualification allowances. Unfortunately in 2012, the same declining trend is continuing and a further reduction of 20 % was applied to the salaries of new entrant teachers appointed after 31 January 2012, as allowances are no longer payable pending the outcome of a central review of allowances.

Spain, the initially approved and in force until May 2010 salary increase of 0.3 % with respect to 2009 was overturned by the general reduction of around 5 % applied to the salaries of all civil servants' from 1 June 2010. The General State Budget for the years 2011 and 2012 established that there would not be an increase in the salaries of the employees of the public sector and as a result the loss of the purchasing power of teachers continued to contract. In addition, some of the allowances decided and funded by the Autonomous Communities were also reduced.

In **Greece**, the country most severely hit by the crisis, during 2010 teacher's salaries were reduced in accordance with the Law 3833/2010 on the 'Protection of the National Economy – Urgent measures for dealing with the fiscal crisis'. These reductions lead to a decrease by 12 % in all sorts of allowances and payments and by 30 % in the workers' regular payments relating, under the law, to the annual leave and the Christmas and Easter period. Starting from June 2010, in accordance to Law 3845/2010 on 'Measures for the application of the support mechanism for the Greek economy by euro area Member States and the International Monetary Fund', an additional decrease of 8 % was introduced to allowances and payments, while payments relating to the annual leave and the Christmas and Easter period were abolished replacing them with a very small flat amount.

Portugal also impacted by hard budgetary restrictions, made reduction in teachers' salaries (as well as salaries of all public employees). Law 55-A/2010 Article 19, of 31 December (the State Budget Law for 2011) foresees reductions in the remunerations and established the regime of the salary cuts applicable to the public sector employees, namely progressive reduction of salaries (between 3.5 % and 10 %) in the public administration, public bodies and State authorities, for non-liquid total monthly remunerations that surpass EUR 1 500. Moreover, 14th month payment for 2011 had also suffer a reduction of 50 % (after subtracting the value of the national minimum wage – EUR 485). Besides these reductions, teachers and school heads will not receive the 13th and 14th month payments in 2012. In any case, this reduction will be progressive according to the wage (from the minimum salary, that is 485 €, to 1 100 €) so teachers who earn less than EUR 1 100 will have only partial reduction.

Figure 6: Evolution of the teachers' and school heads' statutory salaries in absolute terms in the public sector in 2010/11 and 2011/12 compared with the previous year



Source: Eurydice.

Explanatory note

The figure is presenting the absolute change in the basic gross annual statutory salary for teachers for 2001/11 and 2011/12 compared with the previous year without taking into consideration the inflation.

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

Country specific notes

Belgium (BE nl): In 2011, the holiday allowance was increased to 9.2% of the monthly salary paid in March.

Ireland: The salaries of the serving teachers in 2011/12 remained the same as in 2010/11. For new entrant teachers, appointed after 1 January 2010, salaries were reduced by 10%. An additional reduction of 3.2% was applied to entrants after 1 December 2011.

France: The general indexation of the salaries was 0.5% in 2010 and there was no indexation in 2011 and in 2012. The freeze of salaries in 2011 and 2012 concerns the index point. In 2011, a first adjustment of salaries occurred for teachers at the bottom of the index scales. A second adjustment occurred in 2012. They both consisted in upgrading teachers at a higher index.

Cyprus: The additional gradual deduction of monthly salaries is not considered in the figure.

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

Finally, **Slovenia** passed through two stages in the reduction of teachers' income. Initially, during 2010 and 2011, the statutory salaries were stable and only the additional payments were reduced. In fact, the Intervention Acts in 2010, 2011 and the first half of 2012 have limited wage growth of public employees for the purpose of temporarily limiting the growth of the National and Municipal Budget expenditures. In accordance, the public employees were not receiving their performance-related bonus or bonuses related to increased workload have been limited. In 2011, no public employees were promoted to higher wage grade; those who were promoted to higher wage grades in 2012 are to be paid higher wages with a delay. Finally, the statutory salary adjustment to the rate of growth of consumer prices was lower in 2010 and the first half of 2011, and in the second half of 2011 and the first half of 2012 there was no adjusting.

As the economic situation deteriorated in 2012, Slovenia undertook a second set of reforms. The Public Finance Balance Act, adopted by the National Assembly in May 2012, defined a linear reduction of basic salaries of all public employees by 8%, as well as final harmonizing basic salary disparities (average 4% increase; determined by the reform of public employees' salaries in 2008). In addition, non-salary

retributions as the reimbursement for meals and transport cost were reduced. Employees, who were promoted to higher wage grades in 2012 and those who were promoted to higher titles in 2011 and 2012, will start receiving higher wages in June 2013; and in 2013, employees will not be promoted to higher wage grades and titles, despite having met the criteria. Wage compensation for maternity leave remains at 100 % of the basic salary for the first three months and is reduced to 90 % for the next nine months

Romania and Latvia on one side and Cyprus on the other had opposite tendencies in the evolution of teachers' salaries depending on the year in which they were impacted more seriously by the financial or budgetary crisis. For example, in **Romania**, from July 2010, teachers' basic salaries were reduced by 25 % in order to restore the budget balance in accordance with Law 118/2010 of 30 June 2010. However from January 2011, the basic salaries were increased by 15 % and starting from June 2012 salaries will be increased with additional 8 % towards the salaries in May 2012. A subsequent planned increase is also foreseen for December 2012 when the salaries will be increased by another 7.4 % and in such way the purchasing power of Romanian teachers will be put back to the pre-2010 crisis. It must be noted, however, that teachers in Romania have the lowest absolute statutory salaries among the European countries. In **Latvia**, there was a significant reduction of the public budget for education of almost 40 % in September 2009, which included teachers' salaries. However, in January 2010, the total funding for salaries increased again by 37 % and a possibility for salary increase through salary indexation and through rewards for additional responsibilities was introduced.

In **Cyprus**, at the opposite, in 2010 and 2011, teachers' salaries were increased approximately by 4 % per year. For 2012, due to budgetary restrictions, no cost of living allowance or increment was conceded. Furthermore, from October 2011, a gradual deduction of monthly salaries has been enforced with progressive rates starting from 2.5 % for brut monthly salary between EUR 2 501 and EUR 3 500 to 4 % for salaries higher than EUR 4 501.

In a group of ten countries, as intermediate solution, no cuts were applied in the statutory teachers' salaries but they were not indexed in accordance with the inflation levels. Indeed, their absolute values were maintained, but in practice the overall purchasing power declined. This is the case, for example, in the United Kingdom (England), which following the recommendations of the School Teachers Review Body implemented a 2.3 % rise in teachers' salaries in 2009/10 and 2010/11 and is implementing no pay increase for the period 2011/12. In the United Kingdom (Scotland), the pay agreement 2011-2013 between the unions and the Scottish government states that there will be no pay award for teachers and associated professionals for the period from 1 April 2011 to 31 March 2013. In addition, as part of this agreement, conserved salaries have been changed, and will cease entirely by 31 March 2016, which will represent a reduction in salaries for some members of staff.

Bulgaria also was among the countries where the minimum statutory salary didn't change during the period 2011-2012, however, due to the established system of delegated budgets, each school, depending on the level of successful management and savings of school budget, could pay a complement to the teachers depending on their results during the academic year. In this way, the actual average salary for teachers and school heads increased with 3 % between 2011 and 2012, however Bulgaria is still among the countries with the lowest salaries for teachers in Europe.

During 2011/12, only the Czech Republic, Poland, Slovakia and Iceland introduced increase of the statutory teachers' salaries due to reforms in the categories of staff or changes in the pay scales for teachers. For example in the **Czech Republic**, from January 2011, the 12-level scale (according to the number of years of experience) was reduced for teachers to 5-level scale. The salaries of new teachers were increased according to the new scale. Moreover, due to changes in the salary scales, the actual salaries went up with 3.6 % and a general increase of 1.6 % was applied to all public employees. Since 2012, two different salary scales for teachers have been put together again, the one with higher salaries was preserved.

The increase in salaries in **Poland** in 2011 and 2012 derive from the priorities adopted by the government, which aim to improve the quality of education e.g. through motivation rewards for the best teachers and to achieve by 2012 an important increase of teachers' salaries compared to 2007 levels. During the period 2010-2012, the basic statutory teacher' salary increased by 7 %, 7 % and 3.8 % respectively.

Finally in **France**, even the overall public sector salaries were frozen in 2011 and 2012, adjustments were made to give support to specific categories of teachers. During the school year 2010/11, a financial revaluation of the salaries of teachers was implemented. The financial upgrading done in 2010/11 was for teachers recruited with a Master qualification diploma. More than 20 000 teachers during their first year benefit from an increased net salary (plus EUR 65 per month for a young teacher).

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

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

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

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

Continuing professional development (CPD) is considered as a professional duty for teachers in 28 European countries or regions. In France, Lithuania, Romania and Slovenia, CPD participation is moreover a prerequisite for career advancement and salary increases (Eurydice, 2012). Nevertheless, only ten countries provide teachers with financial allowances for obtaining further CPD qualifications and the methods used for establishing the allowance are mainly decided at local or school level.

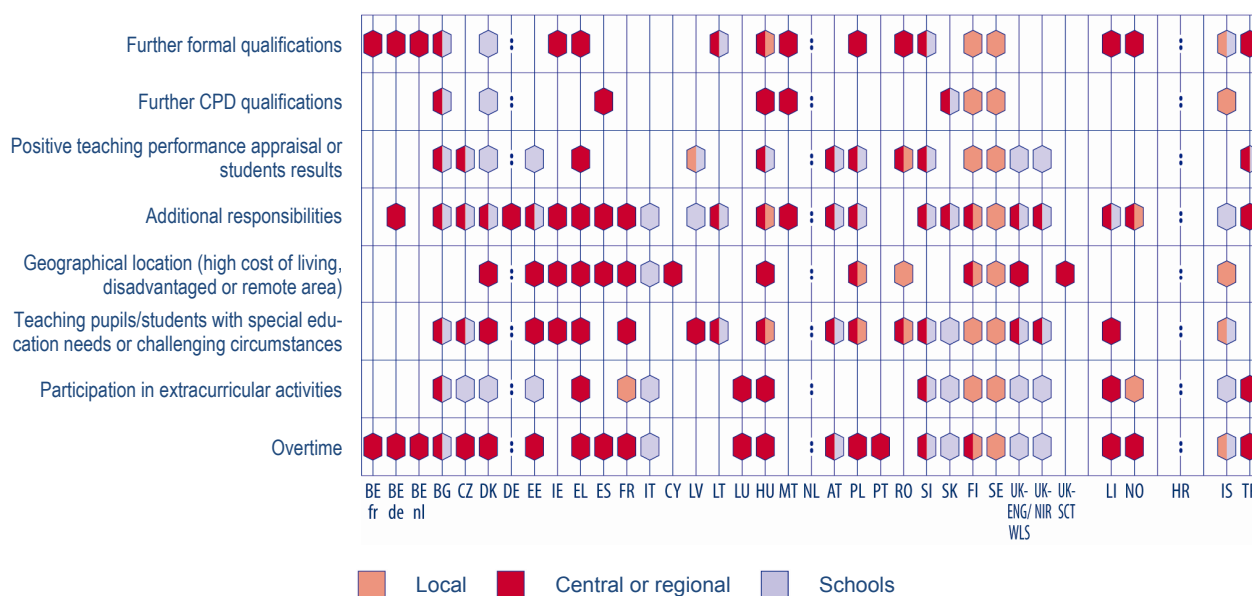
In half of the countries, the quality or value of the work carried out by teachers may be rewarded by additional payments following its **appraisal or based on the results their students obtain in examinations**. In the Czech Republic or Latvia, this allowance is between 5.2 % and 7 % of the statutory salary. In Poland, a specific 'motivation incentive' is granted by the school head for good teaching and pedagogical achievements, introducing effective teaching innovations, contributions to overall teaching work, exceptionally effective fulfilling of tasks and duties, in agreement with the local authorities. Finally,

in the United Kingdom (England, Wales and Northern Ireland), each school carries out a performance appraisal and, subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale. In Turkey, a similar appraisal is carried out by the education authorities and if a teacher achieves good scores six times consecutively, he/she moves on to an upper salary scale.

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

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

Figure 7: Salary allowances and complementary payments for teachers in public schools and decision-making levels (2011/12)



Source: Eurydice.

Explanatory note

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

Country specific note

Netherlands: Data from 2009/2010.

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

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

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

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BELGIUM (FRENCH COMMUNITY)

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	29158	50243	No data
Primary	29158	50243	No data
Lower secondary	29158	50243	No data
Upper secondary	36279	63574	No data

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

The amounts for 2011/12 are the minimum and maximum implemented by the index of January 2012 (2 %).

SALARY INCREASE/DECREASE
<p>2011/12:</p> <p>↑ : Reform of teachers salaries ↑ : General salary adjustment to the raise of costs of living for all public and private employees</p> <p>A gross annual fixed amount was granted to all teachers: EUR 120 in December 2011 and EUR 80 in December 2012. In 2011/12, an index has been implemented (March 2012), previous index increase was implemented in October 2010 and June 2011, they increased the basic gross salary with 2 %. In addition, there was a general increase of all statutory salaries of 1 % applied from December 2010.</p>

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

Source: Eurydice.

BELGIUM (FRENCH COMMUNITY)

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary (<= 71 pupils)	33236	56426	No data
Pre-primary (> 210 pupils)	37381	60572	No data
Primary	33236	56426	No data
Primary (> 210 pupils)	37381	60572	No data
Lower secondary	37374	63574	No data
Upper secondary	47518	75859	No data

The amounts for 2011/12 are the minimum and maximum implemented by the index of January 2012 (2 %).

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

Source: Eurydice.

BELGIUM (GERMAN-SPEAKING COMMUNITY)

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education. The figures correspond to the indexed gross salary on January 2012 (2011 index = 1.5460).
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	26297	45189	No data	
Primary	26297	45189	No data	
Lower secondary	26297	45189	No data	
Upper secondary	33135	57617	No data	

SALARY INCREASE/DECREASE
<p>2011/12: ↑ : General salary adjustment to the raise of costs of living for all public and private employees</p> <p>The salaries increased on the 01.03.2012 due to the rise of the index (1.5769).</p>

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

Source: Eurydice.

BELGIUM (GERMAN-SPEAKING COMMUNITY)

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

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

The Community level is referred to as the Central level.

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	34746	57617	No data
Primary	34746	57617	No data
Lower secondary	62805	69071	No data
Upper secondary	62805	69071	No data

Nursery school and primary school constitute the so-called elementary school (*Grundschule*). Each elementary school has a school head. In secondary school, the school head is responsible for lower and upper secondary school. The minimum salary for school heads in secondary school is very high, as it takes at least 19 years in service to become a school head.

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

Not applicable

Further CPD qualifications

When a school head pass the specific training for school leadership he receives an allowances depending on the number of students in the school. For schools with more than 600 students: EUR 428.48 + index; for schools with less than 600 students: EUR 285.65 + index.

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Fixed amounts

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

Source: Eurydice.

BELGIUM (FLEMISH COMMUNITY)

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years for pre-primary, primary and lower secondary education and 25 years for upper secondary education.
	Basic statutory salary Minimum EUR	Maximum EUR	Average actual salary EUR	
Pre-primary	29662	51399	42324	The data contain the gross payments as regulated by the decrees and resolutions (and multiplied by the index of January 2012) and include holiday allowance and end of year allowance. The scales from the fully required qualifications have been taken into account. At secondary level only teachers in general classes in general education in public schools are considered. Data on Average salaries is from the Database of the Ministry of Education for salary payments. Only teachers with a full-time employment aged 25 to 64 in public schools in school year 2010/11 are taken into account in the overall annual actual gross salary. The data include bonuses and allowances. For the secondary education are taken into account the teachers with a full time in general classes in general education in public schools.
Primary	29662	51399	42700	
Lower secondary	29662	51399	42307	
Upper secondary	37061	65086	55603	

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

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications Different fixed amounts according to different qualifications: min EUR 41.38 per month; max EUR 124.16 per month	Central
Further CPD qualifications Not applicable	
Positive teaching performance appraisal or students' results Not applicable	
Additional responsibilities Not applicable	
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities Not applicable	
Overtime Max – 140 % of the basic salary	Central

Source: Eurydice.

BELGIUM (FLEMISH COMMUNITY)

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

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

The Community level is referred to as the Central level.

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	38885	65762	59392
Primary (< 180 pupils/100 pupils in Brussels)	38885	60623	59984
Primary (>= 350 pupils)	44024	65762	
Lower secondary	44024	65762	62607
Upper secondary	51423	79449	73453

For the pre-primary and primary schools, there are different school basic salaries for schools with less than 180 pupils (less than 100 pupils in Brussels), from 180 to 349 pupils (from 100 to 349 pupils in Brussels) and equal to or more than 350 pupils.

In lower and upper secondary schools, there are different scales regarding the fact whether or not school head has a lesson duty. The mentioned scales are those without lesson duty. There is also a distinction between schools with specific profiles in vocational education, artistic education, etc. The data contain the bruto payments as regulated by the decrees and resolutions (and multiplied by the index of January 2012) and include holiday allowance and end of year allowance.

SALARY ALLOWANCES FOR SCHOOL HEADS

Decision-making levels

Further formal qualifications

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

Central

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

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

Source: Eurydice.

BULGARIA

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

By Ordinance for the work salaries of the staff in the units of the system of the public education, issued by the Minister of Education, Youth and Science are regulated the order and procedure for determination of the month work salaries of the pedagogical and non-pedagogical staff. The individual basic month salaries of the pedagogical staff with normal continuation of the work time are negotiated in amounts not less than the ones determined by levels in the Ordinance.

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS							The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Not applicable
	Basic statutory salary				Average actual salary		
	Minimum		Maximum				
	BGL	EUR	BGL	EUR	BGL	EUR	
Pre-primary	5400	2761	Not applicable	Not applicable	9348	4780	The indicated values are for Junior teachers without teacher experience. After 10 years of professional experience, a Junior teacher can become Senior or Chief teacher. The minimum statutory salaries for these categories are BGL 5 796 and BGL 6 192. So when a teacher become Chief teacher, he will obtain the maximum basic statutory salary. Teachers can receive up to three extra payments during the year if there is resources in the budget delegated to the school. Statutory salaries are from the Ordinance for the work salaries of the staff in the units of the system of the public education, issued 15.01.2010. Data on average actual salaries are from National Statistics Institute and include data on average salaries for the educational public sector as a whole per month calculated as annual salary (pedagogical and non-pedagogical staff). Ref. IV quarter 2011.
Primary	5400	2761	Not applicable	Not applicable	9348	4780	
Lower secondary	5400	2761	Not applicable	Not applicable	9348	4780	
Upper secondary	5400	2761	Not applicable	Not applicable	9348	4780	

SALARY INCREASE/DECREASE
2011/12: No change

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications Fixed amounts between BGN 10 and 61 per month		Central Local School
Further CPD qualifications Fixed amount – BGN 21 per month		Central Local School
Positive teaching performance appraisal or students' results Received points according defined criteria established in the Ordinance		Central Local School
Additional responsibilities Fixed amount – BGN 24 per month		Central Local School
Geographical location (high cost of living, disadvantaged or remote area) Not applicable		
Teaching pupils/students with special education needs or challenging circumstances Between 4-16 % of the min basic salary for the category of the teacher		Central Local School
Participation in extracurricular activities Calculated like additional hours, paid as lecturers.		Central Local School
Overtime Fixed min amounts per hour between BGN 3.11 and BGN 4.72 according to the teacher's category, educational level and qualification. Not applicable		Central Local School

Source: Eurydice.

BULGARIA

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

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

Rules for determination of the salaries of the school heads of the municipality and state schools for 2011, signed by the Minister of Education, Youth and Science.

Ordinance No 1 for the salaries of the personnel in the units of the educational system, signed by the Minister of Education, Youth and Science.

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools determine themselves their basic statutory salaries.

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		BGL	EUR
	BGL	EUR	BGL	EUR		
Pre-primary	7080	3620	9960	5093	9348	4780
Primary	7080	3620	9960	5093		
Primary (big)	7080	3620	12480	6381	9348	4780
Primary (small)	7080	3620	7080	3620		
Lower secondary	7080	3620	10200	5215		
Lower secondary (big)	7080	3620	12720	6504	9348	4780
Lower secondary (small)	7080	3620	7080	3620		
Upper secondary	7080	3620	10380	5307		
Upper secondary (big)	7080	3620	12960	6626	9348	4780
Upper secondary (small)	7080	3620	7080	3620		

Statutory salaries are as defined by the Rules for determination of the work salaries of the heads of the municipal and state schools and units for 2011/12. Data on average actual salaries are from National Statistics Institute and include data on average salaries for the educational public sector as a whole per month calculated as annual salary (pedagogical and non-pedagogical staff). Ref. IV quarter 2011.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications Fixed amount – max BGN 100 per month	Central Regional Local
Further CPD qualifications Fixed amount – BGN 21 per month	Central Regional Local
Positive teaching/management performance appraisal Received points according defined criteria established in the Ordinance on allowances.	Central Regional Local
Additional responsibilities Fixed amount between BGN 50-500 per month	Central Regional Local
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Between 4 and 16 % of the min basic salary for the category	Central Regional Local
Participation in extracurricular activities Calculated like additional hours	Central Regional Local
Overtime Fixed amount The Collective labour agreement defines the various salary allowances and also their amounts concerning state and municipal schools. The heads of the Regional Inspectorates for Education determine the amount of the salary allowances for the school heads based on the assessment results and the budget for salary allowances for all the school heads in the exact region. Those amounts which are not determined in the Ordinance, Rules and in the Collective labour agreement are defined in the Internal rules of each school.	

Source: Eurydice.

CZECH REPUBLIC

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Maximum		Average actual salary	
	Minimum		CZK		EUR	
	CZK	EUR	CZK	EUR	CZK	EUR
Pre-primary	155400	6320	264000	10736	236904	9634
Primary	242400	9858	292800	11907	303996	12363
Lower secondary	242400	9858	292800	11907	304593	12387
Upper secondary	242400	9858	292800	11907	324560	13199

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

Statutory salaries are based on salary scales 8-11 for ISCED 0 and salary scales 11-12 for ISCED 1-3 (Ref. date: 01.01.2011). Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2011.

**SALARY
INCREASE/DECREASE**

2011/12:

↑ : Reform of teachers salaries

In accordance with the national government's decision, since January 2011 there were two salary scales for teachers – one salary scale was designed for fully qualified teachers with master degree, the second one for qualified teachers without master degree together with unqualified teaching staff. Since 2012, two different salary scales for teachers have been put together again, the one with higher salaries was preserved.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Individual allowance, up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given category (usually the individual allowance amounts to 5.8 % of the gross salary).

Central | School

Additional responsibilities

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

Central | School

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

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

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

1) Central
2) Central | School

Participation in extracurricular activities

Individual allowance

School

Overtime

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

Central

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

Source: Eurydice.

CZECH REPUBLIC

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

Salary conditions for school heads are set by the body which appoints them to the position (founder): Ministry of Education, Youth and Sports (MEYS), a regional authority, a municipality or a group of municipalities or a head of the relevant state organisation (for example, in military or police schools). Regional authorities can also be founders of pre-primary or primary schools; the number of these schools is however much lower compared to those founded by the municipalities.

SALARIES IN THE PRIVATE SECTOR
Private school heads' wages are contractual and are responsibility of the school owner.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		CZK	EUR
	CZK	EUR	CZK	EUR		
Pre-primary	155400	6320	270000	10980	359240	14609
Primary	242400	9858	315600	12834	468860	19067
Lower secondary	242400	9858	315600	12834	468860	19067
Upper secondary	242400	9858	315600	12834	526284	21402

Statutory salaries are based on fully qualified teachers' salary scales 9-11 for ISCED 0 and salary scales 11-13 for ISCED 1-3. School heads receive additional salary component-allowance for leadership. Data on average actual salaries are from the National information system of salaries (Ministry of Finance of the Czech Republic). Ref. year: 2011.

SALARY ALLOWANCES FOR SCHOOL HEADS		Decision-making levels
Further formal qualifications	Not applicable	
Further CPD qualifications	Not applicable	
Positive teaching/management performance appraisal	1) Reference values set in labour code. 2) Individual allowance for particular school heads set by the founder of the school: up to 50 % (in exceptional cases up to 100 %) of the highest salary steps in the given category (usually the individual allowance amounts to 9.1 % of the gross salary).	Central Regional Local
Additional responsibilities	1) Leadership of other employees set in a percentage of the highest salary steps in the given category: 5-60 % according to the level of leadership. 2) Supervision of pupils who are exposed to a heightened risk of injury due to use of machines, tools and apparatus: CZK 400-1 000 monthly. 3) Allowance for a 'class teacher': CZK 400-1 000 monthly. 4) Performance of specialized activities which requires further qualifications (coordination in the area of ICT, developing and co-ordination of School Framework Programmes, prevention of socially pathologic phenomena and activities related to the environmental education and to the spatial orientation of visually disabled children and pupils): CZK 1 000-2 000 monthly.	Central School
Geographical location (high cost of living, disadvantaged or remote area)	Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances	1) Teachers working with pupils/students with special educational needs in special schools, classes or groups (i.e. in those specially designed for these pupils/students): CZK 600-2 000 monthly. 2) Teachers working in classes with pupils of different age: CZK 600-2 000 monthly.	1) Central 2) Central School
Participation in extracurricular activities	Individual allowance.	Central School
Overtime	An allowance equal to a double of the hourly average earnings for every hour of direct teaching. School heads' allowances are set by the body which appoint them to the position.	Central

Source: Eurydice.

DENMARK

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		DKK	EUR
	DKK	EUR	DKK	EUR		
Pre-primary	283836	38096	324928	43611	429364	57628
Primary	302081	40545	364260	48890	470364	63131
Lower secondary	302081	40545	364260	48890	470364	63131
General upper secondary	308880	41457	398640	53504	574163	77063
Vocational upper secondary	325320	43664	398640	53504		

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

Data on average actual salaries are from the The Joint Municipal Pay Data Department (*Det Fælleskommunale Løndatakontor*) for ISCED 0, 1, 2 and The National Union of Upper Secondary School Teachers (*Gymnasieskolelærernes Lærerforening*) for ISCED 3. Ref. year: 2012 (February). Earning-related pension is included.

SALARY INCREASE/DECREASE
2011/12: ↑ : General salary adjustment for all public employees
Based on the general agreement concluded in 2011 for three years.

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications According to the local agreements.	School
Further CPD qualifications According to the local agreements.	School
Positive teaching performance appraisal or students' results According to the local agreements.	School
Additional responsibilities ISCED 1 and 2 – DKK 1 602.64 per month; ISCED 3 – by local agreement.	Central School
Geographical location (high cost of living, disadvantaged or remote area) Denmark is divided into five geographical areas.	Central
Teaching pupils/students with special education needs or challenging circumstances ISCED 1 and 2: between DKK 18.73 and DKK 40.50 per hour. Teachers at independent schools (ISCED 0, 1 and 2) for pupils with special needs receive a yearly allowance of DKK 18 600.	Central
Participation in extracurricular activities According to the local agreements.	School
Overtime Supplement to pre-primary teachers for teaching between 751 and 835 hours: DKK 35.13 per hour. Supplement to pre-primary teachers for teaching more than 835 hours and primary and lower secondary teachers for more than 751 hours: DKK 104.96 per hour.	Central

Source: Eurydice.

DENMARK

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		DKK	
	DKK	EUR	DKK	EUR		
Pre-primary	656100	88060	No data	No data	656100	88060
Primary	656100	88060	No data	No data	656100	88060
Lower secondary	656100	88060	No data	No data	656100	88060
Upper secondary (> 700 full-time students)	592911	79579	No data	No data	640199	85926
Upper secondary (≤ 700 full-time students)	521094	69940	No data	No data		

School heads are generally teachers and therefore the same regulations as for teachers are applied to them. Depending on the size of the school, school heads receive a reduction of the teaching load which can be 100 % at big schools. However, they are still allowed to teach and can also receive all allowances that can be attributed to teachers. Data on average actual salaries for school heads at ISCED 0,1,2 are from the Joint Municipal Pay Data Department (*Det Fælleskommunale Løndata-kontor*), ref. year 2012. Data on average actual salaries for school heads of upper secondary education are from The National Union of Upper Secondary School Teachers (*Gymnasieskolernes Lærereforening*), ref. year: 2010.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications For pre-primary, primary and lower secondary schools only. According to the local agreements.	Local
Further CPD qualifications According to the local agreements.	Local
Positive teaching/management performance appraisal For pre-primary, primary and lower secondary schools only. According to the local agreements.	Local
Additional responsibilities For upper secondary schools only.	Central Local
Geographical location (high cost of living, disadvantaged or remote area) For pre-primary, primary and lower secondary schools only.	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances For pre-primary, primary and lower secondary schools only: DKK 32.43 per hour.	Central
Participation in extracurricular activities According to the local agreements.	Local
Overtime Supplement to pre-primary teachers for teaching between 751 and 835 hours: DKK 35.13 per hour. Supplement to pre-primary teachers for teaching more than 835 hours and primary and lower secondary teachers for more than 751 hours: DKK 104.96 per hour.	Central

Source: Eurydice.

GERMANY (2010/11)

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

SALARIES IN THE PRIVATE SECTOR
Data not available.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	No data
Primary	40142	53496	No data
Lower secondary	44823	59451	No data
Upper secondary	48484	66853	No data

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

The statutory salaries represent a weighted average of the data available at Lander level for civil servants and include general post allowances where applicable and special annual payments. Ref. year: 2010/2011.

SALARY INCREASE/DECREASE
2011/12: ↑ : General salary adjustment for all public employees

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

Source: Eurydice.

GERMANY (2011/12)

DECISION-MAKING LEVELS FOR SETTING SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS		SALARIES IN THE PRIVATE SECTOR
Pre-primary education	Regional level	Data not available
Primary education	Regional level	
General lower secondary education	Regional level	
General upper secondary education	Regional level	

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

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

Source: Eurydice.

ESTONIA

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools determine themselves their basic statutory salaries.

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	6891
Primary	7298	10667	9520
Lower secondary	7298	10667	9520
Upper secondary	7298	10667	9520

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

Data on average actual salaries is only for municipal kindergardens and schools, bonuses are excluded. Actual salaries are for all primary and secondary teachers together. Data is from the database of the Ministry of Finance of the Republic of Estonia.

**SALARY
INCREASE/DECREASE**

2011/12:
No change

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

Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching performance appraisal or students' results According to the local agreements.	School
Additional responsibilities 10 % of the basic salary and according to the local agreements.	Central; School
Geographical location (high cost of living, disadvantaged or remote area) Beginners' allowance for teachers who start working in rural areas: EUR 12 782.32 (EEK 200 000) during 3-year period.	Central
Teaching pupils/students with special education needs or challenging circumstances 10-20 % of the basic salary.	Central
Participation in extracurricular activities According to the local agreements.	School
Overtime Time off equal to overtime or 150 % of normal wage, regulated by the Employment Contracts Act.	Central

Source: Eurydice.

ESTONIA

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

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

SALARIES IN THE PRIVATE SECTOR
Data not available

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS				Data on average actual salaries is only for municipal kindergardens and schools, bonuses are excluded. Actual salaries are for all primary and secondary school heads together (deputy heads' salaries may be included). Data is from the database of the Ministry of Finance of the Republic of Estonia.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	No data	No data	10090	
Primary	No data	No data	13681	
Lower secondary	No data	No data	13681	
Upper secondary	No data	No data	13681	

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

Source: Eurydice.

GREECE

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	14104	25756	20440
Primary	14104	25756	20440
Lower secondary	14104	25756	20440
Upper secondary	14104	25756	20440

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

Actual salaries are from the Ministry of Finance; Ref. year 2011. The average salary is calculated by based on the salary a teacher gets in the middle of his/her 35 year career.

**SALARY
INCREASE/DECREASE**

2011/12:

↓ : Reduction of salaries due to the Economic crisis

In 2010 teacher's salaries were reduced in accordance with the Law 3833/2010 on the 'Protection of the National Economy – Urgent measures for dealing with the fiscal crisis' and Law 4024/2011 established a new system for calculating salaries for all public employees. These reductions lead to a decrease by 12 % in all sorts of allowances and payments and by 30 % in the workers' regular payments relating, under the law, to the annual leave and the Christmas and Easter period. Starting from June 2010, in accordance to Law 3845/2010 on 'Measures for the application of the support mechanism for Greek economy', an additional decrease of 8 % was introduced to allowances and payments while payments relating to the annual leave and the Christmas and Easter period was abolished replacing them with a very small flat amount.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications

Central

There is no fixed amount. A Master's degree gives a two year of service precedence over other teachers, while a PhD a six year precedence. Years of service result to upgrading from one grade to the other or upscaling within the grade. This results to an increase in salary. Holders of both degrees get a seven year precedence.

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Central

Allowance for position held: Head of Regional Education Directorate EUR 10 800 per year; School Advisor EUR 4 800 per year; Head of Directorate of Primary or Secondary Education EUR 6 600 per year; School heads, upper secondary level EUR 3 600-4 200 per year; School heads, lower secondary and primary levels EUR 3 000-3 600 per year; School heads pre- primary level EUR 1 200 per year; Deputy school heads EUR 1 800 per year;

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

Central

EUR 1 200 per year.

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Central

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

Source: Eurydice.

GREECE

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	18772	26956	25072
Primary	20872	29056	27172
Lower secondary	20872	29056	27172
Upper secondary	21472	29656	27772

Average actual salaries data are from the Ministry of Finance.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications There is no fixed amount. A Master's degree gives a two year of service precedence over other teachers, while a PhD a six year precedence. Years of service result to upgrading from one grade to the other or upscaling within the grade. This results to an increase in salary. Holders of both degrees get a seven year precedence.	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Not applicable	
Additional responsibilities Allowance for position held: School heads, upper secondary level EUR 3 600-4 200 per year; School heads, lower secondary and primary levels EUR 3 000-3 600 per year; School heads pre-primary level EUR 1 200 per year; Deputy school heads EUR 1 800 per year;	Central
Geographical location (high cost of living, disadvantaged or remote area) EUR 1 200 per year	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities Not applicable	
Overtime EUR 10 per hour, for up to 20 hours per month	Central

Source: Eurydice.

SPAIN

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary
	Minimum	Maximum	
	EUR	EUR	EUR
Pre-primary	28051	39775	No data
Primary	28051	39775	No data
Lower secondary	31411	44035	No data
Lower secondary (Catedráticos)	33964	46591	
Upper secondary	31411	44035	No data
Upper secondary (Catedráticos)	33964	46591	

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

Primary education teachers who are teaching in the first two grades of lower secondary education have basic gross annual statutory salaries between EUR 29 600 and EUR 41 280.

All these salaries have been calculated as a weighted mean of all the different salaries of the Autonomous Communities.

**SALARY
INCREASE/DECREASE**
2011/12:

↓ : Reduction of salaries due to the Economic crisis

As one of the measures to reduce the public deficit established by the government by the end of May 2010, teachers' salaries were decreased by 5 % since June 2010. The 2011 and 2012 General State Budgets established that there would not be any salary reduction or increment for civil servants during those years. These affected the basic salary and the length of service supplement. However, the rest of salary allowances, which depend on the Autonomous Communities, were reduced in some Autonomous Communities.

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

Not applicable

Further CPD qualifications

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

Regional

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

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

Regional

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

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

Regional

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Fixed amounts

Regional

Source: Eurydice.

SPAIN

DECISION-MAKING LEVELS FOR SETTING

SCHOOL HEADS' BASIC STATUTORY SALARIES IN PUBLIC SCHOOLS

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

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

SALARIES IN

THE PRIVATE SECTOR

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

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

	Basic statutory salary		Average actual salary
	Minimum	Maximum	
	EUR	EUR	EUR
Pre-primary (type A)	36343	48067	No data
Pre-primary (type F)	30272	41996	
Primary (type A)	36343	48067	No data
Primary (type F)	30272	41996	
Lower secondary (type A)	41740	56920	No data
Lower secondary (type F)	38902	54082	
Upper secondary (type A)	41740	56920	No data
Upper secondary (type D)	38902	54082	

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

SALARY ALLOWANCES FOR SCHOOL HEADS

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

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

Regional

Positive teaching/management performance appraisal

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

Regional

Additional responsibilities

Fixed amounts (individual allowance)

Regional

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

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

Regional

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

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

Regional

Source: Eurydice.

FRANCE

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	23464	44754	28666
Primary	23464	44754	28666
Lower secondary	26169	47610	28666
Upper secondary (Lycées)	26385	47847	28666
Upper secondary (Lycées professionnels)	26169	47610	

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

At primary level, minimum and maximum salaries refer to the statutory wage of a *Professeur des écoles* and include accommodation allowance. At secondary level, minimum and maximum salaries refer to the statutory wage of a *Professeur certifié* and include bonus for tutoring and bonus for extra teaching time. The actual salaries are from the civil year 2009 and represent the average net salary (social contributions are excluded) for all teachers (including those from tertiary education). The calculation is done by the national statistical office (INSEE).

**SALARY
INCREASE/DECREASE**
2011/12:

No change for serving teachers.
↑ : For new entrants

The statutory salaries remained unchanged in 2011/12. There were no changes in the indemnities, neither for the teachers nor the school heads since July 1, 2010. A financial revaluation of the salaries of teachers recruited with a Master qualification diploma was implemented.

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

	Decision-making levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching performance appraisal or students' results Not applicable	
Additional responsibilities For teachers who have the administrative tasks of head in elementary schools, according to the size of the establishment, the allowances are estimated around EUR 3 400 per year.	Central
Geographical location (high cost of living, disadvantaged or remote area) 1) Geographical location: 1 % of the basic statutory salary in province, 3 % of the basic statutory salary in Ile de France. 2) Working in Areas for priority education (ZEP): EUR 1 150 as of 1 October 2009, EUR 1 156 as of 1 July 2010.	Central
Teaching pupils/students with special education needs or challenging circumstances Fixed amount: EUR 929	Central
Participation in extracurricular activities Paid as overtime hours: more precisely, these activities lead to releases, that is, a reduction of the hourly charge of teaching. As a consequence, the duration of service may exceed the normal duration and the difference is paid in overtime hours.	Local
Overtime Paid as overtime hours	Central

Source: Eurydice.

FRANCE

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	Not applicable
Primary	Not applicable	Not applicable	Not applicable
Lower secondary	37267	63879	No data
Upper secondary (Lycées)	41545	65926	No data
Upper secondary (Lycées professionnels)	37267	63879	No data

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

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

Source: Eurydice.

ITALY

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

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 35 years.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	Data is from the national administrative register of all the monthly payrolls of individual teacher. The annual amount is estimated from the available payrolls until May 2012.
Pre-primary	23048	33885	27128	
Primary	23048	33885	27128	
Lower secondary	24846	37212	29082	
Upper secondary (teachers obtained Laurea/Master's degree)	24846	38902	30431	
Upper secondary (teachers completed non-university studies)	23048	34867		

SALARY INCREASE/DECREASE
2011/12: No change

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

Source: Eurydice.

ITALY

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

SALARIES IN THE PRIVATE SECTOR
No data

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	Not applicable
Primary	47167	47167	62488
Lower secondary	47167	47167	62488
Upper secondary	47167	47167	62488

Data on statutory salaries are from the National Collective Contract and are referred only at the fixed part. Data on actual salaries are from the national administrative register of all the monthly payrolls of individual school managers. As each school generally comprises several levels, it is not possible to give actual figures separately for each level. The annual amount is estimated from the available payrolls until May 2012.

SALARY ALLOWANCES FOR SCHOOL HEADS		Decision-making levels
Further formal qualifications Not applicable		
Further CPD qualifications Not applicable		
Positive teaching/management performance appraisal Each region shares between school managers 15/85th of the sum of basic salaries and Other allowances of every school manager of the region		Regional
Additional responsibilities Not applicable		
Geographical location (high cost of living, disadvantaged or remote area) Not applicable		
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable		
Participation in extracurricular activities Not applicable		
Overtime Not applicable		
In addition, there are allowances that depend on the complexity of schools and are defined at regional level. They can be up to EUR 30 639.		

Source: Eurydice.

CYPRUS

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary
	Minimum EUR	Maximum EUR	EUR
Pre-primary	26539	58107	No data
Primary	26539	58107	No data
Lower secondary	26539	58107	No data
Upper secondary	26539	58107	No data

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

SALARY INCREASE/DECREASE
2011/12: No change
The salary increase due to Cost of Living Allowance adjustment applied in 2010 and 2011 was not applied in 2012 due to budgetary restrictions.

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications Not applicable		
Further CPD qualifications Not applicable		
Positive teaching performance appraisal or students' results Not applicable		
Additional responsibilities Not applicable		
Geographical location (high cost of living, disadvantaged or remote area) Special allowance to educationalists serving in rural areas: - 20 % of pensionable emoluments for employees in the education sector who serve and reside in specific rural area while their permanent residence is not in the community they serve; - 5 % of pensionable emoluments for employees in the education sector whose residence and the place they serve is in specific rural areas.		Central
Teaching pupils/students with special education needs or challenging circumstances Not applicable		
Participation in extracurricular activities Not applicable		
Overtime Not applicable		

Source: Eurydice.

CYPRUS

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

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

**SALARIES IN
THE PRIVATE SECTOR**

School heads' salaries in private schools are contractual.

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	48724	69220	No data
Primary	48724	69220	No data
Lower secondary	57694	71359	No data
Upper secondary	57694	71359	No data

Pre-primary and primary school heads' basic salaries are based on salary scale A12 and annual increments up to the amount of EUR 48 176.

Secondary school heads' basic salaries are based on salary scale A13.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

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

Source: Eurydice.

LATVIA

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LVL	EUR
	LVL	EUR	LVL	EUR		
Pre-primary	2940	4163	3060	4332	3450	4885
Primary	2940	4163	3060	4332	6084	8614
Lower secondary	2940	4163	3060	4332	6084	8614
Upper secondary	2940	4163	3060	4332	6864	9718

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

The Cabinet of Ministers (Regulation No.836, 28 July 2009) sets lowest salary rates per month for teachers with work experience:

- less than 5 years (LVL 245x12=2940),
- from 5 to 10 years (LVL 250x12=3000),
- and more than 10 years (LVL 255x12=3060).

**SALARY
INCREASE/DECREASE**

2011/12:
No change

As a reaction on necessity to decrease State Budget's expenditures for saving reasons called out by financial crisis, there was a sharp decrease of financing of teachers' salaries in 2009: 101 million lats or 27 % of earmarked subsidy from State Budget to Local Government Budgets for teachers' salaries was cut. In further years there were no decreases of funding. There are no any other changes in legislative acts which modified costs for human resources in the years 2010, 2011 and 2012. (Source: The Ministry of Education and Science).

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

Not applicable

Further CPD qualifications

Those of teachers participating in European Social Fund CPD projects are receiving monthly stipends/grants, for instance through the project 'Support to Ensure Sufficiency of General Education Teachers in Priority Subjects' 2 400 teachers are receiving grants of LVL 65-150 in a time period of three years.

Positive teaching performance appraisal or students' results

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

Additional responsibilities

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

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

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

10-30 % of the monthly basic salary.

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

There are, in addition, allowances for:

- 1) Teachers of state gymnasiums and vocational education competence centres: 10 % of monthly salary;
- 2) Divided day for teachers whose workload does not exceed one work rate and who agree to divide working day in two parts, if a break is longer than two hours: 20 % of teacher monthly salary rate or according to hourly rate proportionally to number of work hours for working time of divided working day. 3) Salary rate par hour is calculated by dividing monthly salary rate with 84 – for 21 hours per week; with 96 – for 24 hours per week; with 120 – for 30 hours per week; with 144,7 – for 36 hours par week; with 168,7 – for 40 hours per week; with 64 – for 640 hours per year; with 84 – for 840 hours per year; with 96 – for 960 hours per year. 4) Teacher's work load – total amount of tariffed hours per week (year) should not exceed 40 hours working week (except substitution of absent colleague).

LATVIA

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

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LVL	
	LVL	EUR	LVL	EUR		
Pre-primary	Not applicable	Not applicable	No data	No data	5832	8257
Primary (between 251 and 400 pupils)	5832	8257	No data	No data		
Primary (between 601 and 800 pupils)	6468	9158	No data	No data	8189	11594
Primary (between 1001 and 1200 pupils)	7152	10126	No data	No data		
Lower secondary (between 251 and 400 pupils)	5832	8257	No data	No data		
Lower secondary (between 601 and 800 pupils)	6468	9158	No data	No data	7589	10745
Lower secondary (between 1001 and 1200 pupils)	7152	10126	No data	No data		
Upper secondary (between 251 and 400 pupils)	5832	8257	No data	No data		
Upper secondary (between 601 and 800 pupils)	6468	9158	No data	No data	10165	14392
Upper secondary (between 1001 and 1200 pupils)	7152	10126	No data	No data		

There are 9 minimum monthly salary rate categories according to the size of the education institution between LVL 447 per month for schools with less than 100 pupils and LVL 624 per month for schools with more than 1 201 pupils. (Source: Regulation of the Cabinet of Ministers No.836, 28 July 2009; <http://www.likumi.lv/doc.php?id=195578>) In the table only three reference values are indicated.

SALARY ALLOWANCES FOR SCHOOL HEADS		Decision-making levels
Further formal qualifications Not applicable		
Further CPD qualifications Not applicable		
Positive teaching/management performance appraisal Allowance for qualitative work according to the decision of the municipality		Central Local
Additional responsibilities Amount of additional teaching work together with tariffed head's work rate may not exceed 1.3 of work rate.		Central Local
Geographical location (high cost of living, disadvantaged or remote area) Not applicable		
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 10-30 % of the monthly basic salary. Amount of additional teaching work together with tariffed head's work rate may not exceed 1.3 of work rate.		
Participation in extracurricular activities Not applicable		
Overtime Not applicable		

Monthly salary is calculated as following: monthly salary rate multiplies by actual workload per week and divides by number of hours per week, which corresponds to one monthly salary rate. School head may teach up to 12 contact hours. The allowance for this additional responsibility is calculated according to the teachers' salary calculation principle (21 contact hours). The allowances funding is from both the state and municipality budget, but in some cases (low number of pupils in school) only from municipality budget. Amount of additional teaching work together with tariffed head's work rate may not exceed 1.3 of work rate.

Source: Eurydice.

LITHUANIA

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LTL	EUR
	LTL	EUR	LTL	EUR		
Pre-primary	16104	4664	29573	8565	No data	No data
Primary	13030	3774	24010	6954	No data	No data
Lower secondary	13030	3774	24010	6954	31144	9020
Upper secondary	13030	3774	24010	6954	31144	9020

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

The Procedure of Salary Payment to the Staff of Educational Institutions and Educational Staff of Other Institutions (2011) approved by ministerial order No. ISAK-1315 on 18 July 2011 states that the tariff-based salary coefficients applied to the basic monthly salary of teachers range from 8.9 to 16.4. The specific size of the tariff-based salary coefficient depends on the teacher's education, experience and his/her qualification category. The tariff-based salary coefficient is determined by the school head in agreement with employee representatives. The minimum and the maximum basic gross annual statutory salaries are calculated on the basis of 18 pedagogical hours per week. The tariff-based salaries for teachers may also include 1-3 hours (in the event that teacher has 18 class contact hours per week) for these activities: checking of pupils' written work, preparation for lessons or laboratory work, practical training and research, work planning, event organization, preparation of projects and participation in these projects and other additional activities.

**SALARY
INCREASE/DECREASE**

2011/12:
No change

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

Further formal qualifications	Central School
Teachers who are holders of a scientific degree or a pedagogical (academic) title and who teach in the field of their specialisation may be paid monthly premiums equal to 1 basic monthly salary.	
Further CPD qualifications	
Not applicable	
Positive teaching performance appraisal or students' results	
Not applicable	
Additional responsibilities	Central School
Up to 90 % of the basic salary (maximum LT 1 801)	
Geographical location (high cost of living, disadvantaged or remote area)	
Not applicable	
Teaching pupils/students with special education needs or challenging circumstances	Central School
Between 5 % and 20 % of the basic salary (minimum LT 54 for 18 pedagogical hours per week, maximum LT 400 for 18 pedagogical hours per week)	
Participation in extracurricular activities	
Not applicable	
Overtime	
Not applicable	

Source: Eurydice.

LITHUANIA

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		LTL	EUR
	LTL	EUR	LTL	EUR		
Pre-primary	26279	7611	40626	11766	No data	No data
Primary	42310	12254	51460	14904	No data	No data
Lower secondary	42310	12254	51460	14904	No data	No data
Upper secondary	42310	12254	51460	14904	No data	No data

Rates used to set the position-based salaries of heads of pre-school institutions also depend on the number of groups in those institutions. Those of the heads and deputy heads in general education schools, vocational schools and schools for non-formal education of children depend on the number of pupils in those schools as at the beginning of the school year.

In pre-school institutions, rates used to set the position-based salaries of deputy heads for education (who have not been granted any managerial qualification category) depend on their education, managerial qualification category and the length of teaching service.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

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

Source: Eurydice.

LUXEMBOURG

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	65492	115561	90526
Primary	65492	115561	90526
Lower secondary	75997	132101	104049
Upper secondary	75997	132101	104049

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

Data on average actual salaries are from the Teacher remuneration tables of the Ministry of Education. Ref. year: 2011.

SALARY INCREASE/DECREASE
2011/12: ↑ : Reform of teachers salaries
Adjustment to the cost of living for employees in the education sector

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications Not applicable		
Further CPD qualifications Not applicable		
Positive teaching performance appraisal or students' results Not applicable		
Additional responsibilities Not applicable		
Geographical location (high cost of living, disadvantaged or remote area) Not applicable		
Teaching pupils/students with special education needs or challenging circumstances Not applicable		
Participation in extracurricular activities Reduction in the number of classes per week		Central
Overtime Pre-primary and primary level – lump sum Secondary level – calculation based on the career points		Central

Source: Eurydice.

LUXEMBOURG

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

Pre-primary education

Primary education

General lower secondary education Central level

General upper secondary education Central level

There is no school heads in pre-primary and primary education institutions.

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	Not applicable	Not applicable	Not applicable
Primary	Not applicable	Not applicable	Not applicable
Lower secondary	98350	145289	121819
Upper secondary	98350	145289	121819

Data on average actual salaries are from the teacher remuneration tables of the Ministry of Education. Ref. year: 2011 (minimum based on 440 pts and maximum on 650 pts).

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

Source: Eurydice.

HUNGARY

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		HUF	EUR
	HUF	EUR	HUF	EUR		
Pre-primary	1464000	5240	2506800	8973	2190000	7839
Primary	1464000	5240	2506800	8973	2455300	8789
Lower secondary	1554000	5563	3147600	11267	2455300	8789
Upper secondary	1554000	5563	3147600	11267	2823400	10106

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

Recommended maximum amounts of the basic gross annual statutory salaries for teachers with a title awarded by the Hungarian Academy of Sciences is HUF 3 471 600. That is granted to an extremely small number of teachers.

**SALARY
INCREASE/DECREASE**

2011/12:
No change

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

Central | Local

7-10 % of the basic salary or 5-8 % of the basic salary depending upon the qualification and the wage matrix if knowledge gained from the further qualification is used at least 10 % of the teachers working time.

Further CPD qualifications

Central

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

Positive teaching performance appraisal or students' results

Central | Local

1) HUF 5 250/teacher is granted for the school every year. The employer (school head) decides annually on the number of teachers and the amount granted to individual teachers.

2) Allowance and title for excellent work: 50 % or 100 % of HUF 20 000. Once it is granted, the teacher will receive it until he/she works at the same school.

Additional responsibilities

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

1. Allowance for leadership: 100-200 % of HUF 20 000 (for the deputy school head/s), 12-30 % of HUF 20000 (for team leaders of working groups of teachers)

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

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

4) Allowance for pedagogical work in student halls: the same amount as the allowance for team leaders is given and an additional amount can be granted but the overall amount cannot exceed 75 or 100 % of HUF 20 000 unless it is financed from other sources than the central budget or there is a separate amount allocated to it in the central budget.

5) Allowance for teachers who teach a subject with ICT means and methods and teach ICT not as a separate subject: 36-60 % of HUF 20 000

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

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

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

Central

18-42 % of HUF 20 000

Teaching pupils/students with special education needs or challenging circumstances

1), 3) Central
2) Central | Local

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

2) Classes in especially difficult or hard conditions, or challenging circumstances, classes formed from different groups, pupils tutoring: granted by the maintainer, no amount is pre-determined

3) Integrated classes and groups: HUF 5 000-60 000 per year (separate amounts are allocated to finance it, institutions make calls for proposal)

Participation in extracurricular activities

Central

Allowance is granted in case of overtime.

Overtime

Central

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

Source: Eurydice.

HUNGARY

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	HUF	EUR	HUF	EUR		
Pre-primary	1464000	5240	2506800	8973	No data	No data
Primary	1464000	5240	2506800	8973	No data	No data
Lower secondary	1554000	5563	3147600	11267	No data	No data
Upper secondary	1554000	5563	3147600	11267	No data	No data

School heads' basic gross annual statutory salaries are the same as those of teachers.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications 7-10 % of the basic salary or 5-8 % of the basic salary depending upon the qualification and the wage matrix if knowledge gained from the further qualification is used at least 10 % of the teachers working time.	Central Local
Further CPD qualifications If teachers have completed 120 hours of CPD, every seven year one year plus is gained in their wage matrix.	Central
Positive teaching/management performance appraisal 1) HUF 5250/month/teacher for a whole year is transferred to schools; the employer decides who the allowance is granted to 2) Allowance and title for excellent work: 50 % or 100 % of HUF 20 000	Central Local
Additional responsibilities 1) Allowance for leadership: 200-500 % of HUF 20 000 at least depending upon the type of school and the number of pupils of the school 2) Allowance for leadership in a working group: 12-30 % of HUF 20 000 3) Allowance for form teacher: 38-100 % of HUF 20 000 4) Allowance for supporting the work of the student union: 12-30 % of HUF 20 000 5) Allowance for pedagogical work in student halls: the same amount as the allowance for team leaders is given and an additional amount can be granted but the overall amount cannot exceed 75 or 100 % of HUF 20 000 unless it is financed from other sources than the central budget or there is a separate amount allocated to it in the central budget. 6) Allowance for teachers who teach a subject with ICT means and methods and teach ICT not as a separate subject: 36-60 % of HUF 20 000 7) Allowance for members and leaders of quality control groups: 200-300 % of HUF 5 250 8) Allowance for long leadership: it is granted by the maintainer, no amount is pre-determined	1), 2), 3), 4), 5), 6) Central 7) Central Local 8) Local
Geographical location (high cost of living, disadvantaged or remote area) 18-42 % of HUF 20 000	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances 1) Pupils/students with behavioural and learning problems, minorities and ethnic groups: 18-42 % of HUF 20 000 2) Classes in especially difficult or hard conditions, or challenging circumstances, classes formed from different groups, pupils tutoring: granted by the maintainer, no amount is pre-determined 3) Integrated classes and groups: HUF 5 000-60 000 per year (separate amounts are allocated to finance it, institutions make calls for proposal)	1), 3) Central, 2) Central Local
Participation in extracurricular activities Allowance is granted in case of overtime.	Central
Overtime Hourly pay for overtime: the basic salary is divided by the number of compulsory teaching hours multiplied by 4.33	Central

Source: Eurydice.

MALTA

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Kindergarten Assistant 1 (pre-primary teacher) – 12 years Kindergarten Assistant 2 (pre-primary teacher) – 7 years Teacher (primary, lower secondary and upper secondary) – 18 years
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	11677	18418	No data	At present, there are two categories of teachers at the pre-primary level: Kindergarten Assistants 1 (KA 1) and Kindergarten Assistants 2 (KA 2). The salary range of KA 1s is from EUR 11 677 to EUR 15 266 (which is reached after 12 years of service). The salary range of KA2s is from EUR 14 113 to EUR 18 418 (which is reached after 7 years of service). Figures shown in the above table for the pre-primary level are an amalgamation of the salary scales of the two grades. Teachers' salaries for upper secondary education refer to the institutions that fall under the direct responsibility of the Education Directorates.
Primary	16994	22515	No data	
Lower secondary	16994	22515	No data	
Upper secondary	16994	22515	No data	

SALARY INCREASE/DECREASE
2011/12: ↑ : General salary adjustment for all public employees
Cost of living adjustment of EUR 242.32 per annum granted to all employees in 2012.

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications Between EUR 349 and EUR 932 per year.		Central
Further CPD qualifications EUR 11.65 per hour		Central
Positive teaching performance appraisal or students' results Not applicable		
Additional responsibilities EUR 600, EUR 650 or EUR 800 per annum depending on the number of years of service		Central
Geographical location (high cost of living, disadvantaged or remote area) Not applicable		
Teaching pupils/students with special education needs or challenging circumstances Not applicable		
Participation in extracurricular activities Not applicable		
Overtime Not applicable		
Further formal qualifications: only one allowance is given, that to the highest additional qualification obtained. Further CPD qualifications: this payment refers to three two-hourly compulsory Professional Development Sessions held after school hours during each school year.		

Source: Eurydice.

MALTA

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

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary
	Minimum	Maximum	
	EUR	EUR	EUR
Pre-primary	20654	24232	No data
Primary	20654	24232	No data
Lower secondary	20654	24232	No data
Upper secondary	20654	24232	No data

SALARY ALLOWANCES FOR SCHOOL HEADS		Decision-making levels
Further formal qualifications Between EUR 349 and EUR 932 per year.		Central
Further CPD qualifications EUR 11.65 per hour		Central
Positive teaching/management performance appraisal Not applicable		
Additional responsibilities EUR 2 500, EUR 3 000, EUR 3 500 or EUR 4 000 per year depending upon the number of pupils. Minimum allowance is attributed in schools with less than 500 pupils and maximum allowance is attributed in schools with more than 900 pupils.		Central
Geographical location (high cost of living, disadvantaged or remote area) Not applicable		
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable		
Participation in extracurricular activities Not applicable		
Overtime Not applicable		

Further formal qualifications: only one allowance is given, that to the highest additional qualification obtained.
Further CPD qualifications: this payment refers to three two-hourly compulsory Professional Development Sessions held after school hours during each school year.

Source: Eurydice.

AUSTRIA

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	No data
Primary	29190	56045	No data
Lower secondary (Academic schools)	32115	67581	57779
Lower secondary (General schools)	29190	56045	
Upper secondary (Academic schools)	32115	67581	57779

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

Statutory salaries are laid down in the Federal Remuneration Act. Salaries are adjusted according to the annual general raise of salaries for all public servants. Average actual salaries are from SAP. Only teachers at the academic secondary schools were considered. School heads are included. All salary components are included (base salary, all allowances, compensation for travelling expenses). Ref. year 2011.

**SALARY
INCREASE/DECREASE**

2011/12:

↑ : General salary adjustment for all public employees

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Central | Regional |
School

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

Additional responsibilities

Central | Regional |
School

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

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

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Central | Regional |
School

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

Participation in extracurricular activities

Not applicable

Overtime

Central | Regional |
School

Teachers receive extra payment for overtime if they exceed their fixed legally defined teaching load. The calculation is based on a fixed percentage of the gross salary. Detailed regulations apply if teachers get sick or cannot hold their lessons according to the plans by other reasons.

Generally all allowances are defined in federal laws. The decision on which particular teacher receives a certain allowance is made at regional and school level.

Source: Eurydice.

AUSTRIA

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	No data
Primary (big)	39787	64786	
Primary (small)	35025	59387	
Lower secondary (> 4 classes, General schools)	39787	64786	
Lower secondary (small)	35025	59387	
Upper secondary (> 12 classes)	52137	79500	
Upper secondary (small, Academic secondary schools)	47937	74731	

Source: Federal Remuneration Act. Basic salaries and extra compensations for school teachers are legally defined in this federal law.

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

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

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

Central | Regional | School

Additional responsibilities

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

Central | Regional | School

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

Not applicable

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

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

Central | Regional | School

Participation in extracurricular activities

Not applicable

Overtime

School heads receive extra payment for overtime if they exceed their fixed legally defined teaching load. The calculation is based on a fixed percentage of the gross salary. Detailed regulations apply if the school head gets sick or cannot hold his/her lessons according to the plans by other reasons.

Central | Regional | School

Depending on the size of the school, school heads receive a reduction of the teaching load which can be 100 % at big schools. However, they are still allowed to teach and can also receive all teachers' allowances.

Source: Eurydice.

POLAND

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

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

The statutory basic gross annual statutory salary was calculated as the sum of basic salary and bonuses that constitute a regular part of the annual base salary like seniority allowance, thirteenth month and holiday-pay.

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary			
	Minimum	Maximum				
	PLN	EUR	PLN	EUR		
Pre-primary	22010	5341	36579	8877	47001	11406
Primary	22010	5341	36579	8877	54092	13127
Lower secondary	24787	6015	41702	10120	54911	13326
Upper secondary	28020	6800	47728	11583	53673	13025

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

Minimum and maximum teacher's salaries for primary and lower secondary education are calculated for teachers with minimum full qualifications. However, approximately 90 % of teachers have higher level of qualification and receive higher remuneration. Average actual salaries are from the System of educational data collection, March 2012. The actual gross salaries were calculated as the average salaries including all bonuses, allowances and additional payments of full-time teachers aged 25 to 64. At upper secondary level (ISCED 3), teachers' salaries were calculated only for the general programmes. Calculation excludes equalization supplements as well as payments for ad hoc substituting.

SALARY
INCREASE/DECREASE

2011/12:

↑ : Salary reform

Growth in teachers' salaries for the school year 2011/12 (7 % increase in teachers' salaries since 1 September 2011 was the continuation of the governmental engagement in achieving by 2012 a 50 % growth in teachers' salaries in comparison with 2007).

SALARY ALLOWANCES
FOR TEACHERS
Decision-making levels
Further formal qualifications

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

Central

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

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

Central | Local |
School

Additional responsibilities

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

Central | Local |
School

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

10 % of basic gross annual statutory salary lowered by the amount of seniority allowance and the 13th month salary for working in a rural area or in a town of a population less than 5 000. Accommodation allowance: the amount specified in the regulations adopted by the local self-governments.

Central | Local

Teaching pupils/students with special education needs or challenging circumstances

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

Central | Local

Participation in extracurricular activities

Not applicable

Overtime

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

Other awards can be granted for different activities.

Central

Source: Eurydice.

POLAND

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		PLN	EUR
	PLN	EUR	PLN	EUR		
Pre-primary	27902	6771	36579	8877	69107	16771
Primary	27902	6771	36579	8877	73940	17944
Lower secondary	31642	7679	41702	10120	76053	18457
Upper secondary	36150	8773	47728	11583	76516	18569

The statutory basic gross annual statutory salary was calculated as the sum of basic salary and bonuses that constitute a regular part of the annual base salary like seniority allowance, thirteenth month and holiday-pay. Average actual salaries are from The System of educational data collection (SIO). Ref. March 2012. The actual gross salaries were calculated as the average salaries including all bonuses, allowances and additional payments of full-time school heads and their deputies aged 25 to 64. At upper secondary level (ISCED 3), the salaries of the school heads and their deputies were calculated only for the general programmes. Calculation excludes equalization supplements as well as payments for ad hoc substituting.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications The amount specified in the regulation for different levels of qualification obtained.	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Motivation incentive (teaching and pedagogical achievements, introducing effective teaching innovations, involvement in the teaching work, exceptionally effective fulfilling tasks and duties of a teacher and implementing into the school life educational priorities of the school governing body in accordance with local education policy): the amount specified in the regulations adopted by the local self-governments and upon a decision of the school head. In addition, awards may be granted for outstanding assessment in the evaluation of teacher's performance and for outstanding educational and pedagogical achievements.	Central Local School
Additional responsibilities The amount specified in the regulations adopted by the local self-governments and upon a decision of the school head	Central Local School
Geographical location (high cost of living, disadvantaged or remote area) 10 % of basic gross annual statutory salary lowered by the amount of seniority allowance and the 13th month salary for working in a rural area or in a town of a population less than 5 000. Accommodation allowance: the amount specified in the regulations adopted by the local self-governments.	Central Local
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances The amount specified in the regulations adopted by the local self-governments	Central Local
Participation in extracurricular activities Not applicable	
Overtime Payment for one hour overtime = personal rate of basic salary (seniority allowance and the 13th month salary excluded) / (4.16 x compulsory teaching hours weekly) Other awards can be granted for different activities.	Central

Source: Eurydice.

PORTUGAL

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary
	Minimum	Maximum	
	EUR	EUR	EUR
Pre-primary	21261	43285	31094
Primary	21261	43285	28664
Lower secondary	21261	43285	30033
Upper secondary	21261	43285	30033

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

The data on average actual salaries for the reference year January-December 2010 also apply to 2011. Notwithstanding, and due to the economic crises, public administration salaries suffered a cut. Law 55-A/2010 Article 19, of 31 December (the State Budget Law for 2011) foresees reductions in the remunerations and established the regime of the salary cuts applicable to the public sector employees, namely progressive reduction of salaries (between 3.5 % and 10 %) in the public administration, public bodies and State authorities, for non-liquid total monthly remunerations that surpass EUR 1 500. Moreover, 14th month payment for 2011 had also suffer a reduction of 50 % (after subtracting the value of the national minimum wage – EUR 485).

**SALARY
INCREASE/DECREASE**

2011/12:

↓ : Reduction of salaries due to the Economic crisis

Due to the economic crisis teachers salaries (as well as salaries of all public employees) had suffer a reduction. Besides these reductions teachers and school heads will not receive the 13th and 14th month payments in 2012. In any case, this reduction will be progressive according to the wage (from the minimum salary, that is 485 €, to 1 100 €), so teachers who earn less than EUR 1 100 will have only partial reduction.

**SALARY ALLOWANCES
FOR TEACHERS**

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

Not applicable

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

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Since January 2012 (Law nº 64-B/2011 from 30 of December), the extra hours of teaching service are compensated with an increase in the normal schedule redistribution in accordance with the following percentages:

- 25 % for the first weekly hour of daytime extra work;
- 37.5 % for the subsequent hours of extra work.

Central

Source: Eurydice.

PORTUGAL

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

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

School heads are teachers in the position or that have duties of director, deputy and assistant director. There is no difference between school heads in different levels. The amount that they receive is calculated in function of their career, position and number of students in their school cluster or school. The allowances are only paid twelve times per year, i.e., school heads do not receive the supplement in the end of the year and holidays payment (Dispacth no. 5/2010, 24 December).

**SALARIES IN
THE PRIVATE SECTOR**

Private schools regulate their teachers' salaries in function of a pay scale which is different from a pay scale used at public schools. This pay scale has a guideline role for private schools but is not binding. School heads' salaries should also be calculated in function of service years, position, number of students (in each school cluster or school), as well as in function of the school politics regarding the teacher's salaries.

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Schools with less than 300 students	23661	45685	Pre-primary level 35718
Schools between 301 and 600 students	24861	46885	Primary level 38445
Schools between 601 and 900 students	26661	48685	Lower secondary level 41217
Schools between 901 and 1200 students	29061	51085	Upper secondary level 41217
Schools between 1201 and 1500 students	29661	51685	
Schools between 1501 and 1800 students	30261	52285	
Schools with more than 1800 students	30261	52285	

All school heads receive a salary allowance besides their salary being defined in accordance with the school population/pupils number of each school cluster or school. This allowance varies between EUR 200 per month for schools with less than 301 students to EUR 750 per month for schools with more than 1 500 students.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

Source: Eurydice.

ROMANIA

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		RON	EUR
	RON	EUR	RON	EUR		
Pre-primary	11064	2610	31284	7380	21174	4995
Primary	11064	2610	31284	7380	21174	4995
Lower secondary	11772	2777	31284	7380	21528	5078
Upper secondary	11772	2777	31284	7380	21528	5078

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

Law 63/10.05.2011 about salaries of teachers and staff in education in 2011, Annex 2 [Legea 63/10.05.2011 privind salarizarea in anul 2011 a personalului didactic si auxiliar din invatamant, Anexa 2]

**SALARY
INCREASE/DECREASE**
2011/12:

↑ : General salary adjustment for all public employees

In July 2010, teachers' basic salaries were reduced by 25 % in order to restore the budget balance in accordance with Law 118/2010 of 30 June 2010. From 1 January 2011, the basic salaries were increased with 15 %. According to the OU 19 / 16 May 2012, starting with 1 June 2012, the salaries will be increased with 8 % towards the salaries in May 2012, and starting with 1 December 2012, the salaries will be increased with 7.4 % towards the salaries in November.

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

	Decision-making levels
Further formal qualifications Fixed pay scale, according to the professional situation and years of teaching experience.	Central
Further CPD qualifications Not applicable	
Positive teaching performance appraisal or students' results Merit Graduation: 25 % of the basic salary granted 5 years consecutively and applied by County School Inspectorates to the 16 % of all teachers in the county (methodology defined centrally and applied locally).	Central Local
Additional responsibilities Not applicable	
Geographical location (high cost of living, disadvantaged or remote area) Up to 20 % of the basic salary for working in a remote area.	Local
Teaching pupils/students with special education needs or challenging circumstances Up to 15 % of the basic salary (methodology defined centrally and applied locally).	Central Local
Participation in extracurricular activities Not applicable	
Overtime Not applicable	

Source: Eurydice.

ROMANIA

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

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

**SALARIES IN
THE PRIVATE SECTOR**

Private grant-aided and private independent schools are autonomous in the definition of their salaries, but school heads' employment is done in accordance with the Law of National Education 1/2011 [Legea Educatiei Nationale 1/2011].

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		RON	EUR
	RON	EUR	RON	EUR		
Pre-primary	12724	3002	39105	9225	No data	No data
Primary	12724	3002	39105	9225	No data	No data
Lower secondary	14715	3471	42233	9963	No data	No data
Upper secondary	14715	3471	42233	9963	No data	No data

School heads' basic salaries are set by Law 63/10.05.2011 about salaries of teachers and staff in education in 2011, Annex 4.2 [Legea 63/10.05.2011 privind salarizarea in anul 2011 a personalului didactic si auxiliar din invatamant, Anexa 4.2] and depend on the professional situation and years of teaching experience.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications Fixed pay scale, according to the professional situation, years of teaching experience, number of classes and number of students.	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Merit Graduation: 25 % of the basic salary granted 5 years consecutively and applied by County School Inspectorates to the 16 % of all teachers in the county (methodology defined centrally and applied locally).	Central Local
Additional responsibilities 1) 15-25 % of the basic salary for educators or primary school teachers who function as director; 2) 20-25 % of the basic salary for the deputy director of school or high school; 3) 25-35 % of the basic salary for the school or high school head.	Central
Geographical location (high cost of living, disadvantaged or remote area) Up to 20 % of the basic salary for working in a remote area.	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Up to 15 % of the basic salary (methodology defined centrally and applied locally).	Central Local
Participation in extracurricular activities Not applicable	
Overtime Not applicable	

The allowances are regulated by the rules set for the teachers. There are in addition allowances for school head positions.

Source: Eurydice.

SLOVENIA

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual
	Minimum EUR	Maximum EUR	salary EUR
Pre-primary	18243	27147	No data
Primary	18243	28273	No data
Lower secondary	18243	28273	No data
Upper secondary	18243	28273	No data

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

Teachers' salaries are determined by the Public Sector Salary System Act, which stipulates common salary bases of all employees in the public sector. Teachers are placed on a wage grade from 30 to 43 (out of 65). The reduction of basic salaries for June-August 2012 is not taken into account.

SALARY INCREASE/DECREASE
<p>2011/12: ↓ : Reduction of salaries due to the Economic crisis</p> <p>In accordance with the Intervention Acts (Act of Intervention Step because of Economic Crises (2010), Act of Intervention Step because of Economic Crises for 2012 (2011) and Public Finance Balance Act (2012)), there was no adjusting to the cost of living. In 2011, no public employees were promoted to higher wage grade; those who were promoted to higher wage grades in 2012, and those who were promoted to higher titles in 2011 and 2012, are to be paid higher wages in 2013. In June 2012, the Public Finance Balance Act entered into force and stipulates linear reduction of basic salaries of all public employees by 8 %, and at the same time final harmonizing basic salary disparities (average 4 % increase; determined by the reform of public employees salaries in 2008).</p>

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications	Fixed amounts per month: 1) academic specialization: EUR 46; 2) research master's degree: EUR 72; 3) doctor's degree: EUR 118	Central School
Further CPD qualifications	Not applicable	
Positive teaching performance appraisal or students' results	Between 2 and 5 % of the basic annual salary	Central School
Additional responsibilities	1) Head of a smaller branch unit: 9-10 % of the basic salary 2) Support to teachers beginners: 20 % of the basic salary for 4 teaching hours per week (ISCED 1, 2, 3) 3) Assuming teaching responsibility for a certain class: 7-13 % of the basic salary for 0.5-1 teaching hour per week (ISCED 1, 2, 3)	Central School
Geographical location (high cost of living, disadvantaged or remote area)	Not applicable	
Teaching pupils/students with special education needs or challenging circumstances	1) Teaching classes of pupils/students with special education needs: 8-18 % of the basic salary for teaching hours 2) Teaching at in-hospital classes: 7 % of the basic salary for teaching hours 3) Additional teaching assistance offered to a pupil or a group of pupils with special education needs integrated in mainstream class: EUR 11.94 per hour (ISCED 1, 2, 3) 4) Bilingual classes: 12-15 % of the basic salary 5) Teaching in multi-grade classes: 7-10 % of the basic salary for teaching hours. 6) Long service bonus: for each year of service 0.33 % of the basic salary (and additional 0.10 % for each year of service for women with more than 25 years of service).	Central School
Participation in extracurricular activities	1) Outdoor education: 20 % of the basic salary for 6 hours per day (ISCED 1, 2) 2) Workshops, sports and other extracurricular activities for pupils: EUR 11.94 per hour (ISCED 1, 2, 3)	Central School
Overtime	Up to 130 % of the basic salary hour rate per teaching hour Allowances are defined by the law and collective agreement. The decision on which particular teacher receives a certain allowance is made at school level. Regular work performance allowances have been temporarily excluded from teachers' salaries due to economic crisis (Act of Intervention Step because of Economic Crises (2010), Act of Intervention Step because of Economic Crises for 2012 (2011) and Public Finance Balance Act (2012)). Payment for overtime occurs very rarely and only in exceptional cases.	Central School

Source: Eurydice.

SLOVENIA

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

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

School heads salaries are determined by the Public Sector Salary System Act, which stipulates common salary bases of all employees in the public sector. School heads are placed on a wage grade from 41 to 54 (out of 65) by the Decree on salaries of directors within public sector and by the Rules on the classification of posts of directors in education and sport into wage groups within wage group ranges. The criteria are: level of education, number of students, classes, programmes, etc.

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary
	Minimum	Maximum	
	EUR	EUR	EUR
Pre-primary	27401	38959	No data
Primary	28393	43811	37626
Lower secondary	28393	43811	37626
Upper secondary	30810	45559	37151

Data on actual salaries are from the administrative record for allocation of funds of Ministry of education and Sport (school year 2010/11, allowances included).

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

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

Positive teaching/management performance allowances have been temporally excluded from school heads' salaries due to economic crisis (Act of Intervention Step because of Economic Crises (2010), Act of Intervention Step because of Economic Crises for 2012 (2011) and Public Finance Balance Act (2012)).

Source: Eurydice.

SLOVAKIA

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

Legislation with pay scales for teachers is prepared at central level and school level acts as employer.

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 32 years.
	Basic statutory salary		Average actual salary	
	Minimum	Maximum	EUR	EUR
Pre-primary	4920	6768	7592	Data on minimum and maximum gross annual statutory salaries are in accordance with Regulation of the Government No 341/2004 of the Law Code as amended and Act No. 553/2003 of the Law Code as amended. Data on actual salaries include both salaries of teachers and school heads.
Primary	6102	8262	9620	
Lower secondary	6102	8262	9620	
Upper secondary	6102	8262	9590	

SALARY INCREASE/DECREASE
2011/12: ↑ : Reform of teachers salaries
Change the pay scales of teachers and professional employees in education with effect from 1 January 2012 (Act No. 390/2011 Coll.).

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications Not applicable		
Further CPD qualifications Fixed amount		Central School
Positive teaching performance appraisal or students' results Not applicable		
Additional responsibilities The allowances in fixed percentage can be for responsibility as a class teacher and induction of starting education staff.		Central School
Geographical location (high cost of living, disadvantaged or remote area) Not applicable		
Teaching pupils/students with special education needs or challenging circumstances In case when in the class are at least 30 % individually integrated pupils and there is no teacher assistant. Individual allowances are accounted following internal school regulation.		School
Participation in extracurricular activities Individual allowances		School
Overtime Individual allowances for substitution of long absented colleagues		School

Source: Eurydice.

SLOVAKIA

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

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

Legislation with pay scales for teachers is prepared at central level while the appointment of headteachers is defined by founders at local or regional level.

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	7320	10452	No data
Primary	8958	12780	No data
Lower secondary	8958	12780	No data
Upper secondary	8958	13146	No data

Tariff salary plus bonus for management of grade corresponding to that of the head teacher with a minimum required qualifications, who has 5 years experience (minimum), respectively, head teacher with the minimum required qualifications, who has 32 or more years experience (maximum) in accordance with Regulation of the Government No 341/2004 of the Law Code as amended and Act No 553/2003 of the Law Code as amended.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications Not applicable	
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Not applicable	
Additional responsibilities Management allowance is stipulated in percentage of the basic salary and increased by percentage in scope from 12 to 42, which depends on the level and size of school (number of students). The basic salary is the maximum tariff salary grade to which the head teacher included.	Central Regional Local
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Individual allowances	Regional Local
Participation in extracurricular activities Individual allowances	Regional Local
Overtime Not applicable	
There is a management allowance in addition to the scale salary, which is regulated by the Act No 317/2009 on pedagogical and professional employees and supplemented to some acts. School head allowances are set by the founder which appoint them to the position.	

Source: Eurydice.

FINLAND

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

Teachers' salaries are agreed nationally as part of collective agreements for state and municipal civil servants of the education sector, which are concluded at intervals of 1-3 years. The negotiations are conducted between the trade union of education and local authority employers.

SALARIES IN THE PRIVATE SECTOR
Private independent schools that have the right to give certificates of completed education do not exist in Finland.

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	27029	29191	30888
Primary	31175	40546	42050
Lower secondary	33669	43790	46650
Upper secondary	35703	47270	51750

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

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

SALARY INCREASE/DECREASE
2011/12: ↑ : General salary adjustment for all public employees

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

Source: Eurydice.

FINLAND

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

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

School heads' salaries are agreed nationally as part of collective agreements for state and municipal civil servants for the educational sector, which are concluded at intervals of 1-3 years. The negotiations are conducted between the trade union of education and local authority employers in Finland.

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools that have the right to give certificates of completed education do not exist in Finland.

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	27757	29978	34688
Primary	43865	57132	57618
Lower secondary (7-14 groups of 32 pupils)	45312	54952	65590
Lower secondary (15-19 groups of 32 pupils)	49007	59433	
Lower secondary (> 20 groups of 32 pupils)	53313	64655	
Upper secondary	51835	62863	69755

Data on average actual salaries are from Statistics Finland. Ref. year: October 2011. For primary school heads, the min is for small school and max for big schools. In upper secondary education, school size does not affect the statutory salary.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

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

Source: Eurydice.

SWEDEN

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		SEK	EUR
	SEK	EUR	SEK	EUR		
Pre-primary	252000	27908	321600	35615	286800	31762
Primary	261600	28971	363600	40267	312000	34552
Lower secondary	261600	28971	363600	40267	312000	34552
General upper secondary	284400	31496	390000	43190	337200	37343
Vocational upper secondary	288000	31894	381600	42260		

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

Salaries are set after negotiations and are not specifically linked to the number of years in the profession.

There are no salary scales or statutory salaries. The indicated salaries correspond to the lower and higher deciles of the actual teachers' salaries for the school year 2010/11. Source: Statistics Sweden (Statistiska centralbyrån, SCB, www.scb.se). Ref. year 2010, data last updated 2011-09-06.

<http://www.ssd.scb.se/databaser/makro/Produkt.asp?produktid=AM0110&lang=2>

**SALARY
INCREASE/DECREASE**

2011/12:

↑ : General salary adjustment

There are no statutory salaries set by the government. The actual salaries are the result of negotiations between the employer and the employees (or their respective representatives).

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

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

Source: Eurydice.

SWEDEN

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

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

There are no statutory salaries. Salaries are negotiated on an individual basis.

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		SEK	EUR
	SEK	EUR	SEK	EUR		
Pre-primary	288000	31894	544800	60334	393600	43589
Primary	288000	31894	544800	60334	393600	43589
Lower secondary	288000	31894	544800	60334	393600	43589
Upper secondary	288000	31894	544800	60334	393600	43589

There are no salary scales or statutory salaries. The indicated salaries correspond to the lower and higher deciles of the actual school heads' salaries for the year 2010/11. No data available on different categories (level, size, etc). Source: Statistics Sweden (Statistiska centralbyrån, SCB, www.scb.se). Ref. year 2010, data last updated 2011-09-06.

<http://www.ssd.scb.se/databaser/makro/Produkt.asp?produktid=AM0110&lang=2>

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

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

Source: Eurydice.

UNITED KINGDOM (ENGLAND AND WALES)

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

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

SALARIES IN THE PRIVATE SECTOR

In England, government-dependent private schools (academies) have the power to set their own pay scales if they so wish. In England and Wales, private independent schools set their own pay scales for teachers.

	ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS					
	Basic statutory salary		Maximum		Average actual salary	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
	GBP	EUR	GBP	EUR	GBP	EUR
Pre-primary	21588	24874	36756	42351	36500	42057
Primary	21588	24874	36756	42351	36500	42057
Lower secondary	21588	24874	36756	42351	39000	44937
Upper secondary	21588	24874	36756	42351	39000	44937

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

Data on minimum and maximum gross annual statutory salaries are from Department for Education, School Teachers' Pay and Conditions Document 2011. Data on average annual actual gross salaries are from Department for Education, School Workforce in England: November 2011 (Statistical First Release, 25/4/12)

SALARY INCREASE/DECREASE	SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
2011/12: No change	<p>Further formal qualifications Never alone – although can be useful in obtaining promotion.</p> <p>Further CPD qualifications Never alone – although can be useful in obtaining promotion.</p> <p>Positive teaching performance appraisal or students' results Fixed incremental amounts on the main and upper pay scale. School carries out performance appraisal and subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale.</p> <p>Additional responsibilities 1) Advanced Skills Teachers (England only): Between GBP 37 461 and GBP 56 950 per year; 2) Excellent Teachers (England only): Between GBP 39 697 and GBP 52 090 per year. These values exclude additional London weighting; 3) Teaching and Learning Responsibility (TLR) payments (England and Wales): Between GBP 2 535 and GBP 12 393 per year. There are centrally determined pay scales for these teachers – but schools themselves appoint candidates to specific roles / responsibilities with TLRs and have some flexibility in deciding how much to award. Schools may also decide to award teachers additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school.</p> <p>Geographical location (high cost of living, disadvantaged or remote area) Minimum on main pay scale for teachers in inner London: GBP 27 000 per year (GBP 21 588 for rest of England and Wales); Maximum on upper pay scale: GBP 45 000 per year (GBP 36 756 for rest of England and Wales)</p> <p>Teaching pupils/students with special education needs or challenging circumstances Teachers may be paid a SEN allowance in the range GBP 2 001 to GBP 3 054 per year. Schools may offer recruitment and retention points for those working in challenging circumstances for a fixed period of up to three years.</p> <p>Participation in extracurricular activities Schools make such payments at their discretion.</p> <p>Overtime Schools may decide to award teachers additional payment for participation in out-of-school hours learning activity agreed between the teacher and the head teacher and continuing professional development undertaken outside the school day. Schools make such payments at their discretion. Advanced Skills Teachers (AST) have their own 18 point pay spine. Each AST is paid within a five point range which is based primarily on the nature of the work to be undertaken, the scale of the challenges to be tackled, the professional competencies required and any other recruitment considerations. Excellent Teachers must have been on the upper pay scale for a minimum of 2 years when they take up post.</p>	<p>School</p> <p>Central School</p> <p>Central</p> <p>Central School</p> <p>School</p> <p>School</p>

Source: Eurydice.

UNITED KINGDOM (ENGLAND AND WALES)

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

In England, government-dependent private schools (academies) have the power to set their own pay scales if they so wish. In England and Wales, private independent schools set their own pay scales for school heads.

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		Average actual salary	
	GBP	EUR	GBP	EUR	GBP	EUR
Pre-primary	42379	48830	105097	121096	51800	59686
Primary	42379	48830	105097	121096	51800	59686
Lower secondary	42379	48830	105097	121096	60900	70171
Upper secondary	42379	48830	105097	121096	60900	70171

The minimum and maximum salaries shown represent points 6 and 43 of the 43-point leadership spine for England and Wales (points 1-5 apply to deputy head teachers and assistant head teachers). Higher scales apply for inner London, outer London and the fringe areas (just outside London). Individual heads are paid on a range of seven consecutive points within the spine. The range is normally related to individual school range which depends on the number of pupils and their ages, so the minimum shown would apply only to the smallest nursery and primary schools while the maximum would apply only to the largest secondary schools. Governing bodies can pay more than the maximum to recruit and retain head teachers in challenging schools. The lower figure is not directly comparable with previous years.

Data on minimum and maximum gross annual statutory salaries are from Department for Education, School Teachers' Pay and Conditions Document 2011. Data on average annual actual gross salaries are from Department for Education, School Workforce in England: November 2011 (Statistical First Release, 25/4/12). The average salary data consists of an average across all 'leadership level' teachers, which includes deputy head teachers and assistant head teachers in addition to school heads

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

Will not earn heads salary allowances but a leadership qualification is essential for appointment to headship.

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

School

Fixed incremental amounts on leadership pay scale. School governing body carries out performance appraisal and subject to this being satisfactory, heads move up the pay scale which consists of 7 consecutive points. Minimum value at point 6 on the 43 point pay spine is GBP 42 379 and maximum value is GBP 10 5097.

Additional responsibilities

School

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

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

Central

Fixed incremental amounts on pay scale. There are separate pay scales for schools in inner London, outer London and the fringe area. Minimum at point 6 on leadership spine for inner London: GBP 49 466; Maximum: GBP 112 181.

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

School

School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion.

Participation in extracurricular activities

School

Schools make such payments at their discretion.

Overtime

School

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

Schools may also decide to award school heads additional payment for continuing professional development undertaken outside the school day. With regard to recruitment and retention of school heads, in limited circumstances (school causing concern, and substantial difficulties in recruiting or retaining a school head) the governing body has discretion to move the pay range for school heads up by up to two school groups (these are determined according to the size of the school), and the possibility of exceeding the maximum of the spine.

Source: Eurydice.

UNITED KINGDOM (NORTHERN IRELAND)

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

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

SALARIES IN THE PRIVATE SECTOR

Private independent schools set their own pay scales for teachers.

	ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS					
	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	GBP	EUR	GBP	EUR	GBP	EUR
Pre-primary	21588	24874	36756	42351	30472	35111
Primary	21588	24874	36756	42351	33615	38732
Secondary Schools	21588	24874	36756	42351	36792	42393
Grammar schools	21588	24874	36756	42351	36524	42084

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

The source for figures quoted is Department of Education Northern Ireland, Circular 2010/19: Teachers' Pay and Allowances from 1 September 2010.

SALARY INCREASE/DECREASE
2011/12: No change

SALARY ALLOWANCES FOR TEACHERS	Decision-making levels
Further formal qualifications Never alone – although can be useful in obtaining promotion.	
Further CPD qualifications Never alone – although can be useful in obtaining promotion.	
Positive teaching performance appraisal or students' results Fixed incremental amounts on the main and upper pay scale. School carries out performance appraisal and subject to this being satisfactory, teachers move up the pay scale. In cases of outstanding performance, they may move 2 points up the scale.	School
Additional responsibilities Teaching Allowances: Minimum – GBP 1 847, Maximum – GBP 11 911. There are centrally determined pay scales for these teachers – but schools themselves appoint candidates to specific roles / responsibilities with teaching allowances have some flexibility in deciding how much to award. Schools may also decide to award teachers additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school.	Central School
Geographical location (high cost of living, disadvantaged or remote area) Not applicable	
Teaching pupils/students with special education needs or challenging circumstances Value of first SEN allowance is GBP 2 001; Value of second SEN allowance is GBP 3 954. The second SEN allowance is instead of, rather than in addition to, the first one. Amounts are centrally determined while schools appoint individuals to these roles. Schools may offer recruitment and retention points for those working in challenging circumstances for fixed period of up to three years. The payments are centrally determined: minimum – GBP 1 197; maximum – GBP 2 352.	Central School
Participation in extracurricular activities Schools make such payments at their discretion.	School
Overtime Schools may decide to award teachers additional payment for participation in out-of-school hours learning activity agreed between the teacher and the head teacher. Schools make such payments at their discretion. Schools may also decide to award teachers additional payment for continuing professional development undertaken outside the school day.	School

Source: Eurydice.

UNITED KINGDOM (NORTHERN IRELAND)

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

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

**SALARIES IN
THE PRIVATE SECTOR**

Private independent schools set their own pay scales.

	ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED SCHOOL HEADS IN PUBLIC SCHOOLS					
	Basic statutory salary				Average actual salary	
	Minimum		Maximum			
	GBP	EUR	GBP	EUR	GBP	EUR
Pre-primary	42379	48830	105097	121096	50723	58445
Primary	42379	48830	105097	121096	54259	62519
Lower secondary	42379	48830	105097	121096	68435	78853
Upper secondary	42379	48830	105097	121096	75095	86527

The same leadership spine as that in England and Wales is in operation in Northern Ireland. The minimum and maximum salaries shown represent points 6 and 43 of the 43-point leadership spine (points 1-5 apply to deputy head teachers and assistant head teachers). There are 8 groups, and admission to one of the groups is calculated from weighted pupil numbers in the school. Individual heads are paid on a range of seven consecutive points within the spine. The range is normally related to individual school range which depends on the number of pupils and their ages, so the minimum shown would apply only to the smallest nursery and primary schools while the maximum would apply only to the largest secondary schools. Governing bodies can pay more than the maximum to recruit and retain head teachers in challenging schools. Data on minimum and maximum gross annual statutory salaries are from Department for Education, School Teachers' Pay and Conditions Document 2011. Average actual salaries have been provided by the Department of Education Northern Ireland, reference date May 2012.

SALARY ALLOWANCES FOR SCHOOL HEADS		Decision-making levels
Further formal qualifications	Not applicable	
Further CPD qualifications	Not applicable	
Positive teaching/management performance appraisal	Fixed incremental amounts on leadership pay scale. School governing body carries out performance appraisal and subject to this being satisfactory, heads move up the pay scale which consists of 7 consecutive points. Minimum value on 43 point pay spine is GBP 42 379 and maximum value is GBP 105 097.	School
Additional responsibilities	Schools may decide to award school heads additional payment for activities relating to the provision of initial teacher training as part of the ordinary conduct of the school and for additional responsibilities and activities due to, or in respect of, the provision of services by the head teacher relating to the raising of educational standards to one or more additional schools.	School
Geographical location (high cost of living, disadvantaged or remote area)	Not applicable	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances	School governing bodies may offer recruitment and retention points to recruit and retain heads to challenging schools. Schools make such payments at their discretion.	School
Participation in extracurricular activities	Schools make such payments at their discretion.	School
Overtime	Schools may decide to award school heads additional payment for participation in out-of-school hours learning activity. Schools make such payments at their discretion.	School
	Schools may also decide to award school heads additional payment for continuing professional development undertaken outside the school day.	

Source: Eurydice.

UNITED KINGDOM (SCOTLAND)

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		GBP	EUR
	GBP	EUR	GBP	EUR		
Pre-primary	25716	29631	34200	39406	32144	37037
Primary	25716	29631	34200	39406	32144	37037
Lower secondary	25716	29631	34200	39406	32144	37037
Upper secondary	25716	29631	34200	39406	32144	37037

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

Data on average actual salaries are from Staff Pay Data Census in Scotland. The presented average actual salaries are for all levels of education together. Ref. year: 2011/12.

SALARY INCREASE/DECREASE
2011/12: No change
There have been no increases to teachers' salary scales since 2010, this 2 year freeze is due to end in March 2013

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications Not applicable		
Further CPD qualifications Not applicable		
Positive teaching performance appraisal or students' results Not applicable		
Additional responsibilities Not applicable		
Geographical location (high cost of living, disadvantaged or remote area) Fixed amounts for remote schools and schools on distant islands: GBP 1 221, GBP 1 842 or GBP 2 289 per year.		Central
Teaching pupils/students with special education needs or challenging circumstances Not applicable		
Participation in extracurricular activities Not applicable		
Overtime Not applicable		
Teachers in Scotland who have reached the maximum of the main grade scale can elect to work towards Chartered Teacher Status. On successful completion of the first 2 modules of study, they are then moved to a separate pay scale (GBP 35 253 to GBP 41 925) and move up this scale (one increment for each subsequent 2 modules completed until full chartered status is achieved).		

Source: Eurydice.

UNITED KINGDOM (SCOTLAND)

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		GBP	EUR
	GBP	EUR	GBP	EUR	GBP	EUR
Pre-primary	42288	48726	82542	95108	50231	57878
Primary	42288	48726	82542	95108	50231	57878
Lower secondary	42288	48726	82542	95108	50231	57878
Upper secondary	42288	48726	82542	95108	50231	57878

School head posts in state schools in Scotland are job sized according to an agreed set of criteria (including size of the school roll) which measure the management responsibilities of that specific post. The result of this jobsizing exercise determines the point on the above scale that the post-holder is paid.

Data on average actual salaries are from Staff Pay Data Census in Scotland. The presented average actual salaries are for all levels of education together. Ref. year: 2011/12.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**
Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

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

Fixed amounts for remote schools and schools on distant islands: GBP 1 221, GBP 1 842 or GBP 2 289 per year.

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

Decision-making levels

Central

Source: Eurydice.

ICELAND

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						
	Basic statutory salary				Average actual salary	
	Minimum		Maximum		ISK	EUR
	ISK	EUR	ISK	EUR		
Pre-primary	3554782	21806	4769145	29255	No data	No data
Primary	4057349	24889	5069200	31096	No data	No data
Lower secondary	4057349	24889	5069200	31096	No data	No data
Upper secondary	4999740	30669	6652608	40809	5372772	32958

The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: -
Determination of salaries is a combination of education, work experience and actual age. Older teachers are compensated with a reduction of teaching time duties.
Minimum and maximum salaries of upper secondary teachers are gross actual annual salaries for January-December 2011.

SALARY INCREASE/DECREASE
2011/12: ↑ : Reform of teachers salaries
General agreement on rise in salary for all teachers in May 2011.

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications Raise in salary level		Local School
Further CPD qualifications Salary increases through experience		Local
Positive teaching performance appraisal or students' results Not applicable		
Additional responsibilities Information on method of calculation and reference values not available		School
Geographical location (high cost of living, disadvantaged or remote area) Reimbursement of expenses.		Local
Teaching pupils/students with special education needs or challenging circumstances Raise in salary level.		Local School
Participation in extracurricular activities Estimated as overtime.		School
Overtime 1 % of the monthly basic salary per hour. Salaries are calculated in a tiered matrix. Salary allowances may come as specific payments or as salary raises within the matrix. Part of primary teachers' working time is reserved for CPD. As teachers are expected to participate in CDP, they get salary increases through experience. Overtime payments can be a significant factor in salaries of upper secondary teachers. In case of work outside normal working hours, extra time is paid separately.		Local School

Source: Eurydice.

ICELAND

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		ISK	EUR
	ISK	EUR	ISK	EUR		
Pre-primary	4625220	28372	7290024	44719	No data	No data
Primary	5059566	31036	8294524	50880	No data	No data
Lower secondary	5059566	31036	8294524	50880	No data	No data
Upper secondary	9155731	56163	10925926	67022	9609688	58948

Data on average school heads' salary for upper secondary level are from Iceland Ministry of Education, Science and Culture. Ref. year: 2010.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

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

Source: Eurydice.

LIECHTENSTEIN

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

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

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

- Age system to reach maximum basic statutory salary does not apply, only a small part of the salary increases with age and years of service. The other part is performance based.
- Following a major reform of initial teacher education there are still teachers with old diplomas. For those teachers a general deduction of 10 % of the gross annual statutory salary amount is applied.
- There is a major difference regarding actual teaching at lower and upper level of Gymnasium. Full statutory salary at lower level of Gymnasium is given for 28 lessons per week (100 full-time equivalence) and for 22 lessons per week at upper level.

**SALARY
INCREASE/DECREASE**

2011/12:
No change

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

**SALARY ALLOWANCES
FOR TEACHERS**
Further formal qualifications

No data

Further CPD qualifications

Not applicable

Positive teaching performance appraisal or students' results

Not applicable

Additional responsibilities

No data

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

Not applicable

Teaching pupils/students with special education needs or challenging circumstances

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

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

Other allowances include management responsibilities (head of school function). In this case an additional allowance is paid.

Decision-making levels

Central

Central | School

Source: Eurydice.

LIECHTENSTEIN

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

Pre-primary education

Primary education

General lower secondary education

General upper secondary education

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

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

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

Decision-making levels

Further formal qualifications

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

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

Source: Eurydice.

NORWAY

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

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS							The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: Not applicable
	Basic statutory salary				Average actual salary		
	Minimum		Maximum				
	NOK	EUR	NOK	EUR	NOK	EUR	
Pre-primary	321800	41291	Not applicable	Not applicable	391606	50248	The minimum wages are negotiated on central level. Local level is free to increase minimum wages. The minimum wages are therefore not statutory, strictly speaking.
Primary	361400	46373	Not applicable	Not applicable	434290	55725	
Lower secondary (teachers with 4 years of initial training)	361400	46373	Not applicable	Not applicable	434290	55725	
Lower secondary (teachers with 5 years of initial training)	377900	48490	Not applicable	Not applicable			
Upper secondary (teachers with 5 years of initial training)	377900	48490	Not applicable	Not applicable	465262	59699	
Upper secondary (teachers with 6 years of initial training)	409700	52570	Not applicable	Not applicable			

SALARY INCREASE/DECREASE
2011/12: ↑ : General salary adjustment for all public employees
The increase is due to negotiations on central level.

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

Source: Eurydice.

NORWAY

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

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		NOK	EUR
	NOK	EUR	NOK	EUR		
Pre-primary	Not applicable	Not applicable	Not applicable	Not applicable	479712	61554
Primary	402300	51621	Not applicable	Not applicable	568236	72912
Lower secondary						
Lower secondary (big)	402300	51621	Not applicable	Not applicable	568236	72912
Lower secondary (small)	475400	61000	Not applicable	Not applicable		
Upper secondary						
Upper secondary (MX+Y<=10)*	467600	59999	Not applicable	Not applicable	640512	82186
Upper secondary (MX+Y>10)*	520400	66774	Not applicable	Not applicable		

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

Data on average actual salaries are from PAI data base owned by the Norwegian Association of Local and Regional Authorities (KS). Ref. year: 2010.

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

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

Not applicable

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

Not applicable

Source: Eurydice.

CROATIA

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

The basic statutory salary (S) in public sector in Croatia – which includes teachers and school heads of public schools – is calculated as the product of the the national baseline salary amount (B), job complexity factor (C) and length-of-service increment (L) which is initially equal to one and increases by 0.005 for each year of service (Y): $S = B * C * (1 + 0.005 * Y)$

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS			
	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	11752
Primary	9069	10800	11581
Lower secondary	9069	12283	11581
Upper secondary	9069	12283	12357

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

SALARY INCREASE/DECREASE
2011/12: No change

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications An increase of 8 % of the basic statutory salary for additional qualification at Master level and an increase of 15 % of the basic statutory salary for additional qualification at Doctorate level.		Central
Further CPD qualifications Job complexity factor increases through three levels (1. level – novice; 2. level – mentor; 3. level – counsellor):		Central
Positive teaching performance appraisal or students' results Not applicable		
Additional responsibilities Not applicable		
Geographical location (high cost of living, disadvantaged or remote area) The basic statutory salary is increased by 10 %.		Central
Teaching pupils/students with special education needs or challenging circumstances The hourly fee for each class held with pupils with special needs is increased by 7-10 % from the regular hourly fee, depending on the structure of the class and the number of pupils with special needs.		Central
Participation in extracurricular activities Not applicable		
Overtime Each hour of overtime work is paid as 1.5 regular working hour.		Central

Source: Eurydice.

CROATIA

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary		Average actual salary EUR
	Minimum EUR	Maximum EUR	
Pre-primary	No data	No data	No data
Primary (big)	17969	17969	No data
Primary (small)	15332	15332	
Lower secondary (big)	17969	17969	No data
Lower secondary (small)	15332	15332	
Upper secondary (big)	17969	17969	No data
Upper secondary (small)	15332	15332	

**SALARY ALLOWANCES
FOR SCHOOL HEADS**

	Decision-making levels
Further formal qualifications An increase of 8 % of the basic statutory salary for additional qualification at Master level and an increase of 15 % of the basic statutory salary for additional qualification at Doctorate level.	Central
Further CPD qualifications Not applicable	
Positive teaching/management performance appraisal Not applicable	
Additional responsibilities Not applicable	
Geographical location (high cost of living, disadvantaged or remote area) Basic statutory salary increased by 10 %	Central
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances Not applicable	
Participation in extracurricular activities Not applicable	
Overtime Not applicable	

Source: Eurydice.

TURKEY

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

SALARIES IN THE PRIVATE SECTOR

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

ANNUAL GROSS SALARIES OF FULL-TIME FULLY QUALIFIED TEACHERS IN PUBLIC SCHOOLS						The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 27 years.
	Basic statutory salary		Average actual salary			
	Minimum	Maximum	TRY	EUR		
Pre-primary	TRY 27076	EUR 11582	TRY 31671	EUR 13547	No data	
Primary	TRY 26242	EUR 11225	TRY 30837	EUR 13191	No data	No data
Lower secondary	TRY 26242	EUR 11225	TRY 30837	EUR 13191	No data	No data
Upper secondary	TRY 24852	EUR 10631	TRY 29446	EUR 12596	No data	No data

SALARY INCREASE/DECREASE
2011/12: ↑ : General salary adjustment for all public employees

SALARY ALLOWANCES FOR TEACHERS		Decision-making levels
Further formal qualifications	Fixed amounts. Master teachers and prime teachers receive additional payment. Teachers with masters' degree move on to one year upper degree in the salary scale and teachers with doctorate degree move on two years upper degree in the salary scale.	Central
Further CPD qualifications	Not applicable	
Positive teaching performance appraisal or students' results	Not applicable	
Additional responsibilities	Fixed amounts	Central
Geographical location (high cost of living, disadvantaged or remote area)	Not applicable	
Teaching pupils/students with special education needs or challenging circumstances	Not applicable	
Participation in extracurricular activities	Fixed amounts. Teachers in grade 6-8 of primary education and secondary education who have responsibilities for carrying on special activities receive additional payment for six teaching hours a week.	Central
Overtime	Fixed amounts. Teachers receive an extra payment if they teach more than 18 hours per week in primary schools and more than 15 hours per week in upper secondary schools.	Central

Source: Eurydice.

TURKEY

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

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

**SALARIES IN
THE PRIVATE SECTOR**

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

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

	Basic statutory salary				Average actual salary	
	Minimum		Maximum		TRY	EUR
	TRY	EUR	TRY	EUR		
Pre-primary	34640	14817	38346	16402	No data	No data
Primary	32415	13866	36121	15451	No data	No data
Lower secondary	32415	13866	36121	15451	No data	No data
Upper secondary	32415	13866	36121	15451	No data	No data

Source for data:

http://mevzuat.meb.gov.tr/html/26378_0.html

The amounts reflect the salaries of school heads in most common school types, i.e. primary schools and general secondary schools. Salaries in other school types such as boarding primary schools, anatolia, science and social sciences high schools differ.

**SALARY ALLOWANCES
FOR SCHOOL HEADS**
Further formal qualifications

Fixed amounts. Master teachers and prime teachers receive additional payment. Teachers with masters' degree move on to one year upper degree in the salary scale and teachers with doctorate degree move on two years upper degree in the salary scale.

Further CPD qualifications

Not applicable

Positive teaching/management performance appraisal

Not applicable

Additional responsibilities

Not applicable

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

Not applicable

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

Not applicable

Participation in extracurricular activities

Not applicable

Overtime

School heads may teach for up to 6 hours a week if they wish and receive payment for each taught hour in that case.

Decision-making levels

Central

Central

Source: Eurydice.

PART III: DEFINITIONS

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Definitions

Education levels and programmes

Pre-primary education (ISCED 0)

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

Primary education (ISCED 1)

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

Lower secondary education (ISCED 2)

It continues the basic programmes of the primary level, although teaching is typically more subject-focused. Usually, the end of this level coincides with the end of compulsory education.

Upper secondary education (ISCED 3)

This level generally begins at the end of compulsory education. The entrance age is typically 15 or 16 years. Entrance qualifications (end of compulsory education) and other minimum entry requirements are usually needed. Instruction is often more subject-oriented than at ISCED level 2. The typical duration of ISCED level 3 varies from two to five years.

Decision-making levels

Central level

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

Regional level

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

Local level / Municipality

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

School level

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

Schools

Public school

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

Private grant-aided schools

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

Private independent schools

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

School size

Where school heads salaries can be linked to the size of the school the precise size of 'small schools' and 'big schools' is provided as laid down in legislation or official national documents.

Teachers and school heads

Fully qualified classroom teacher

A classroom teacher is defined as a person whose professional tasks involve the planning and organisation of group or individual activities related with the development of students' knowledge, skills, and attitudes. Fully qualified teachers have fulfilled all the training requirements for teaching (a certain subject) and meet all other requirements (e.g. probation period) according to the formal policy in a country.

School head

Any person heading a school or a group of schools who, alone or within an administrative body such as a board or council, is responsible for its leadership/management/administration. Depending on circumstances, the person concerned may also exercise educational responsibilities (which may include teaching tasks), but also responsibility for the general functioning of the institution in areas such as the timetable, implementation of the curriculum, decisions about what is to be taught and the materials and methods used, management of staff and/or financial responsibilities.

Salaries

Teacher / School head basic statutory salary

The remuneration awarded to a teacher/school head with the minimum qualifications required to teach or to manage a school at a specific level of the education system that is childless unmarried person.

Basic gross annual statutory salary

The amount paid by the employer in a year, including general increases to salary scales, the 13th month and holiday-pay (where applicable) excluding the employers' social security and pension contributions. This salary does not include other salary allowances or financial benefits (related for example to further qualifications, merit, overtime, additional responsibilities, geographical location, the obligation to teach classes in challenged circumstances, or accommodation, health or travel costs).

Minimum salary

The basic gross salary received by teachers and school heads in the above-mentioned circumstances at the start of their career.

Maximum salary

The basic gross salary received by teachers and school heads in the above-mentioned circumstances on retirement or after a certain number of years of service. The maximum salary includes solely increases related to length of service and/or the age.

Actual average teacher/school head salary

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

Allowances

Salary allowances

The basic gross salary may be accompanied by various forms of additional retributions, which compensate teachers for additional tasks or responsibilities, or for difficult working conditions. These elements may represent a significant proportion of a teacher's salary in some countries. Such allowances may be linked to 'further qualifications', 'appraisal of teacher performance', 'additional responsibilities' (management responsibilities in addition to teaching duties), 'geographical location of work', 'obligation to teach classes in challenged circumstances', etc.

Further formal qualifications

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

Further CPD qualifications

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

Positive teaching / Management performance appraisal

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

Additional responsibilities

All the activities that might be done by teachers/school heads and distinct from those specifies in their contract. These activities can include supervision of pupils after classes, participation in school management, provision of support to other teachers, serving as a head of department, membership in selection or examination committees, participation in national or international bodies, organization of teaching materials, etc.

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

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

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

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

Extracurricular activities

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

Overtime

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

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The **Eurydice Network** provides information on and analyses of European education systems and policies. It consists of 37 national units based in all 33 countries participating in the EU's Lifelong Learning programme (EU Member States, EFTA countries, Croatia and Turkey) and is co-ordinated and managed by the EU Education, Audiovisual and Culture Executive Agency in Brussels, which drafts its publications and databases.

The **Eurydice network** serves mainly those involved in educational policy-making at national, regional and local levels, as well as in the European Union institutions. It focuses primarily on the way education in Europe is structured and organised at all levels. Its publications output may be broadly divided into descriptions of national education systems, comparative studies devoted to specific topics, and indicators and statistics. They are available free of charge on the Eurydice website or in print upon request.

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