

**PRIVATE TEACHING SECTOR SALARIES, SUPPLEMENTS AND FEES
FINNISH EDUCATION EMPLOYERS (FEE)**

From 1 August 2020 onwards

ADMINISTRATION AND SUPPORT SERVICE PERSONNEL

Difficulty category	1	2	3	4	5	6
	1631,65	1765,18	1905,47	2068,22	2231,01	2424,53

ADMINISTRATION AND SUPPORT SERVICE PERSONNEL SUPPLEMENTS AND FEE

Urgency bonus (Chapter 2 section 13)	11,61
Language supplement (Chapter 5 section 11)	
- good oral skills	19,58
- good oral and written skills	25,12
- perfect competence in both national languages	39,12
Language skills supplement (Chapter 5 section 12)	
- basic level	19,58
- intermediate level	39,12
- highest level	76,09
Shop steward compensation (Chapter 5 section 13)	
under 19 individuals represented	65,80
20-59 individuals represented	82,77
60-159 individuals represented	96,57
160+ individuals represented	108,24
Labour protection delegate fee (Chapter 5 section 14)	
10-100 individuals represented	35,02
101-200 individuals represented	45,63
201+ individuals represented	62,61

TEACHING PERSONNEL

GENERAL EDUCATION

Statistical code

UPPER SECONDARY AND ELEMENTARY SCHOOL

Principals and managers		Cost-of-living category I	Cost-of-living category II
011064.	Elementary school principal (Section 3)	3 863,50 - 4 599,53	3 757,10 - 4 472,84
011065	Upper secondary school principal (Section 3)	4 027,22 - 5 051,08	3 916,34 - 4 912,11

		Cost-of-living category I	Cost-of-living category II
011261	Manager (Section 8)	3 366,37	3 273,81
011259	Manager (Section 10)	3 145,31	3 059,06
011154	Vice-manager (Section 10)	2 585,98	2 514,97

Teachers (Section 11)

1. Lecturer and guidance counsellor (upper secondary school)		Cost-of-living category I	Cost-of-living category II
012151	A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer	3 041,46	2 957,61
	Extra hour fee coefficient	0,821	0,844
012150	b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher	2 924,25	2 844,06
	Extra hour fee coefficient	0,831	0,855
012145	c. A higher or lower university degree	2 505,04	2 444,89
	Extra hour fee coefficient	0,864	0,885
012139	d. Other than those mentioned above	2 128,27	2 080,18
	Extra hour fee coefficient	0,908	0,930

		Cost-of-living category I	Cost-of-living category II
2. Lecturer (elementary school)			
012249	a. A higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer	2 830,69	2 754,83
	Extra hour fee coefficient	0,838	0,861
012248	b. Qualifications of a comprehensive school teacher or the older qualifications of a comprehensive/upper secondary school teacher	2 713,48	2 643,16
	Extra hour fee coefficient	0,852	0,875
012244	c. A higher university degree	2 376,55	2 320,19
	Extra hour fee coefficient	0,892	0,913
012242	d. A lower university degree	2 266,36	2 212,72
	Extra hour fee coefficient	0,899	0,921
012239	e. Other than those mentioned above	2 128,27	2 080,18
	Extra hour fee coefficient	0,908	0,930
3. Special needs and special class teachers			
012349	a. A higher university degree and the qualifications of a special needs or class teacher	2 830,69	2 754,83
	Extra hour fee coefficient	0,838	0,861
012348	b. A lower university degree and the qualifications of a special needs or class teacher	2 713,48	2 643,16
	Extra hour fee coefficient	0,852	0,875
012347	c. Qualifications of a special needs or class teacher or a higher university degree and the qualifications of a comprehensive/upper secondary school	2 651,63	2 585,16
	Extra hour fee coefficient	0,852	0,874
012346	d. Qualifications of a comprehensive/upper secondary school teacher	2 559,22	2 496,22
	Extra hour fee coefficient	0,863	0,885
012344	e. A teacher for the most severely intellectually disabled with a suitable post-secondary level degree and 35 study weeks of specialised studies	2 376,55	2 320,19
	Extra hour fee coefficient	0,892	0,913
012341	f. A teacher other than those mentioned above or a teacher for the most severely intellectually disabled with a suitable post-secondary level	2 223,01	2 170,69
	Extra hour fee coefficient	0,900	0,922
4. Class teacher			
012449	a. A higher university degree, qualification of a subject teacher and the qualifications of a comprehensive/upper secondary school teacher	2 830,69	2 754,83
	Extra hour fee coefficient	0,838	0,861
012448	b. Qualifications of a subject teacher and a comprehensive/upper secondary school teacher	2 713,48	2 643,16
	Extra hour fee coefficient	0,852	0,875
012446	c. Qualifications of a comprehensive/upper secondary school teacher	2 559,22	2 496,22
	Extra hour fee coefficient	0,863	0,885
012435	d. Other than those mentioned above	1 986,10	1 941,92
	Extra hour fee coefficient	0,925	0,947
5. Guidance counselling lecturer (Section 13)			
A higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer			
		Cost-of-living category I	Cost-of-living category II
015156	-under 15 years of experience justifying an experience supplement	2 951,83 - 3 208,23	2 870,92 - 3 120,24
015159	-least 15 years of experience justifying an experience supplement	3 208,23 - 3 712,34	3 120,24 - 3 610,17
Qualifications of a comprehensive/upper secondary school teacher			
015155	-under 15 years of experience justifying an experience supplement	2 885,11 - 3 115,01	2 805,84 - 3 029,15
015158	-least 15 years of experience justifying an experience supplement	3 115,01 - 3 433,68	3 029,15 - 3 339,27
Other than those mentioned above			
015143	-under 15 years of experience justifying an experience supplement	2 019,90 - 2 372,75	1 973,82 - 2 307,63
015146	-least 15 years of experience justifying an experience supplement	2 150,02 - 2 568,10	2 097,08 - 2 497,60

SUPPLEMENTS AND FEES

Reform school managers and school managers (Section 8)

Weekday	13,47
Saturday	27,18
Sunday	40,66

School-specific additional duties (Section 20)	Cost-of-living category I	Cost-of-living category II
Number of pupils less than 200	366,82	356,99
Number of pupils 201-400	611,82	595,01
Number of pupils 401-600	855,43	833,02
Number of pupils 601-800	1 100,43	1 071,02
Number of pupils 801-1000	1 345,43	1 309,04
Number of pupils 1001+	1 467,24	1 428,04

Procurement and management duties in skills-based and arts subjects (Section 21)	Cost-of-living category I	Cost-of-living category II
Less than 9 comprehensive teaching groups	384,54	374,06
9 or more comprehensive teaching groups	576,81	559,33

Duties included in the teaching obligation in upper secondary schools (Section 23)	
Tutor's fee	144,28

Duties included in the teaching obligation in comprehensive schools (Section 24)	
Tutor's duties	120,93
Examining private pupils and the progress of compulsory education	37,01

Compensation for the examination and supervision of private pupils in an upper secondary school and senior secondary school (Section 34)	
Fee per examination for a teacher in charge of the examination	41,41

UPPER SECONDARY SCHOOL FOR ADULTS AND UPPER SECONDARY SCHOOL ADULT CLASSES**Principals (Section 40)**

	Cost-of-living category I	Cost-of-living category II
011065 Upper secondary school for adults and upper secondary school adult	4 027,22 - 5 051,08	3 916,34 - 4 912,11

Teachers (Section 46)

1. Lecturer at upper secondary school for adults		Cost-of-living category I	Cost-of-living category II
012151	A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer	3 041,46	2 957,61
	Extra hour fee coefficient	0,821	0,844
012150	b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher	2 924,25	2 844,06
	Extra hour fee coefficient	0,831	0,855
012145	c. A higher or lower university degree	2 505,04	2 444,89
	Extra hour fee coefficient	0,864	0,885
012139	d. Other than those mentioned above	2 128,27	2 080,18
	Extra hour fee coefficient	0,908	0,930

LIBERAL ADULT EDUCATION AND BASIC EDUCATION IN THE ARTS

Statistical code

FOLK HIGH SCHOOLS

Principals (Section 1)

		Cost-of-living category I	Cost-of-living category II
021060	Folk high school principal	3 443,29 - 3 846,77	3 348,19 - 3 740,86

Teachers (Section 4)

		Cost-of-living category I	Cost-of-living category II
022650	1) higher university degree	2 615,18	2 543,48
	Extra hour fee coefficient	0,949	0,976
022645	2) Other eligibility referred to in Section 18 of the Teaching Qualifications Decree, taking into account the transitional provision in section 27, or a person eligible to act as a teacher in free adult education on grounds of a dispensation	2 262,99	2 208,69
	Extra hour fee coefficient	0,946	1,000

FOLK HIGH SCHOOLS WITH AN ANNUAL WORKING TIME

Principals (Section 12)

		Cost-of-living category I	Cost-of-living category II
021060	Folk high school principal within the total working time system	3 427,70 - 3 829,35	3 400,34 - 3 799,13
021061	Principal with a higher university degree or a principal having served as a principal or manager for at least five years	3 541,90 - 3 996,25	3 514,08 - 3 964,65

Vice principals (Section 14)

		Cost-of-living category I and II of the municipality
021159	The basic salary of a teacher acting as a vice/deputy principal is	
	Initial salary	3 273,57
	After 3 years	3 470,31
	After 5 years	3 643,81
	After 7 years	3 826,02
	After 10 years	4 017,31
	After 15 years	4 258,35

Teachers (Section 17)

		Cost-of-living category I and II of the municipality
022657	1) higher university degree and a higher university of applied sciences	
	Initial salary	3 082,42
	After 3 years	3 267,65
	After 5 years	3 431,04
	After 7 years	3 602,60
	After 10 years	3 782,73
	After 15 years	4 009,71
022656	2) a university degree or a responsible teacher	
	Initial salary	3 011,93
	After 3 years	3 192,94
	After 5 years	3 352,59
	After 7 years	3 520,24
	After 10 years	3 696,23
	After 15 years	3 918,01
022653	3) other degree	
	Initial salary	2 620,44
	After 3 years	2 777,91
	After 5 years	2 916,80
	After 7 years	3 062,63
	After 10 years	3 215,78
	After 15 years	3 408,71

ADULT EDUCATION CENTRES

Principals (Section 19)

		Cost-of-living category I		Cost-of-living category II	
021060	Adult education centre principal	3 313,84 - 3 702,14		3 222,33 - 3 600,23	
021061	Principal with a higher university degree or a principal having served as a principal or manager for at least five years	3 424,26 - 3 863,50		3 330,10 - 3 757,10	
021159	Vice principal within the total wage system	3 281,25 - 3 381,70		3 191,27 - 3 288,32	

Teachers (Section 25)

		Cost-of-living category I	Cost-of-living category II
022650	1) higher university degree	2 615,18	2 543,48
022645	2) applicable lower university degree, a university of applied sciences degree or a post-secondary-level degree, or a teacher's eligibility on grounds of a dispensation	2 262,99	2 208,69

HOURLY TEACHERS (folk high schools and adult education centres) and study centres (Section 31)

Hourly teacher's hourly fees:

	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022942	022946	022942	022946
a. hourly teachers with a higher university degree or higher university of applied sciences degree	28,50	30,94	27,84	30,21
	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022939	022943	022939	022943
b. hourly teacher with a lower university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering	27,05	29,07	26,41	28,39
	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022937	022941	022937	022941
c. other hourly teacher	26,24	28,00	25,66	27,32

Hourly fees for hourly teachers at study centres:

	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022941	022945	022941	022945
d. hourly teachers with a higher university degree or higher university of applied sciences degree	28,00	30,29	27,32	29,58
	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022938	022942	022938	022942
e. hourly teacher with a lower university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering	26,66	28,50	26,03	27,84
	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022936	022940	022936	022940
f. other hourly teacher	25,94	27,53	25,36	26,86

SPORTS TRAINING CENTRES**Principals and vice principals (Section 1)**

		Cost-of-living category I	Cost-of-living category II
031065	Principal	4 042,50 - 4 616,97	3 931,19 - 4 489,78
031162	Vice principal	3 507,37 - 3 970,20	3 411,09 - 3 860,87

1a. Teacher (sports and other subjects) (Section 7)

032757/ 032857	a. A higher university degree or a higher university of applied sciences degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 439,65 - 3 777,86	3 344,59 - 3 674,05
	After 3 years	3 645,11 - 4 003,64	3 544,33 - 3 893,59
	After 5 years	3 826,31 - 4 202,77	3 720,51 - 4 087,24
	After 8 years	4 016,60 - 4 411,87	3 905,50 - 4 290,55
	After 13 years	4 256,33 - 4 675,34	4 138,57 - 4 546,73
	After 20 years	4 467,70 - 4 907,61	4 344,07 - 4 772,60
032755/ 032855	b. University degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 282,75 - 3 542,73	3 193,15 - 3 445,64
	After 3 years	3 478,78 - 3 754,37	3 383,81 - 3 651,46
	After 5 years	3 651,67 - 3 941,05	3 551,96 - 3 832,99
	After 8 years	3 833,21 - 4 137,05	3 728,52 - 4 023,61
	After 13 years	4 061,95 - 4 384,04	3 950,97 - 4 263,77
	After 20 years	4 263,62 - 4 601,77	4 147,09 - 4 475,50
032751/ 032851	c. Other degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	2 775,66 - 3 003,02	2 699,71 - 2 921,16
	After 3 years	2 941,21 - 3 182,23	2 860,72 - 3 095,46
	After 5 years	3 087,24 - 3 340,31	3 002,68 - 3 249,18
	After 8 years	3 240,54 - 3 506,28	3 151,79 - 3 410,61
	After 13 years	3 433,74 - 3 715,39	3 339,65 - 3 613,99
	After 20 years	3 604,05 - 3 899,77	3 505,26 - 3 793,30

1b. Teacher (sports subjects and other subjects) / Pajulahti and Vierumäki

032758/ 032858	a. A higher university degree or a higher university of applied sciences degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 542,73 - 3 838,12	3 445,64 - 3 733,17
	After 3 years	3 754,37 - 4 067,52	3 651,46 - 3 956,27
	After 5 years	3 941,05 - 4 269,83	3 832,99 - 4 153,03
	After 8 years	4 137,05 - 4 482,30	4 023,61 - 4 359,64
	After 13 years	4 384,04 - 4 749,97	4 263,77 - 4 619,97
	After 20 years	4 601,77 - 4 985,98	4 475,50 - 4 849,47
032756/ 032856	b. University degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 358,19 - 3 648,08	3 266,71 - 3 548,61
	After 3 years	3 558,76 - 3 866,06	3 461,77 - 3 760,62
	After 5 years	3 735,65 - 4 058,34	3 633,82 - 3 947,60
	After 8 years	3 921,39 - 4 260,20	3 814,45 - 4 143,94
	After 13 years	4 155,42 - 4 514,56	4 042,07 - 4 391,32
	After 20 years	4 361,75 - 4 738,82	4 242,74 - 4 609,42
032752/ 032852	c. Other degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	2 845,45 - 3 282,75	2 767,64 - 3 193,15
	After 3 years	3 015,21 - 3 478,78	2 932,71 - 3 383,81
	After 5 years	3 164,94 - 3 651,67	3 078,29 - 3 551,96
	After 8 years	3 322,13 - 3 833,21	3 231,17 - 3 728,52
	After 13 years	3 520,20 - 4 061,95	3 423,79 - 3 950,97
	After 20 years	3 694,82 - 4 263,62	3 593,60 - 4 147,09

Hourly teachers' hourly fees (Section 10)		Cost-of-living category I	Cost-of-living category II
032943	a. hourly teachers with a higher university degree	29,40	28,70
032940	b. a. hourly teachers with a lower university degree	27,82	27,17
032938	c. other hourly teacher	26,94	26,33

Qualification supplement (Section 11)		Cost-of-living category I	Cost-of-living category II
032945	a. hourly teachers with a higher university degree	30,63	29,91
032942	b. a. hourly teachers with a lower university degree	28,82	28,16
032940	c. other hourly teacher	27,82	27,17

MUSIC SCHOOLS

Principals (Section 1)		Cost-of-living category I	Cost-of-living category II
041061	a. A higher university degree	3 666,00 - 4 491,87	3 565,20 - 4 367,86
041060	b. Other degree	3 547,80 - 4 311,56	3 449,82 - 4 192,84

Vice principals (Section 1)		Cost-of-living category I	Cost-of-living category II
041159	a. A higher university degree	3 364,02 - 3 892,64	3 271,78 - 3 785,48
041158	b. Other degree	3 266,30 - 3 740,82	3 176,28 - 3 638,14

Teachers (Section 4)

Conservatory		Cost-of-living category I	Cost-of-living category II
043152	A. Principal teacher	2 818,33 - 3 006,67	2 740,64 - 2 924,12
043249	b. Lecturer - higher university degree	2 598,93 - 2 753,92	2 529,26 - 2 677,97
043248	c. Lecturer	2 419,03 - 2 658,79	2 356,31 - 2 613,13
	d. Teachers of general subjects		
043346	- higher university degree	2 307,73 - 2 419,03	2 250,90 - 2 356,31
043341	- lower university degree	2 090,55 - 2 168,06	2 043,09 - 2 118,58

Basic teaching of music		Cost-of-living category I	Cost-of-living category II
043449	a. A higher university degree	2 598,93 - 2 753,92	2 529,26 - 2 677,97
043448	b. Sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	2 419,03 - 2 658,79	2 356,31 - 2 585,91
043444	c. Other suitable degree	2 211,49 - 2 307,73	2 159,39 - 2 250,90

Full-time hourly teachers (Section 13)		Cost-of-living category I	Cost-of-living category II
042543	a. A higher university degree	2 199,77 - 2 291,89	2 149,56 - 2 236,90
042542	b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	2 159,08 - 2 243,82	2 109,79 - 2 190,99
042539	c. Other suitable degree	2 052,16 - 2 121,12	2 005,89 - 2 072,97
	d. General subjects		
042543	- higher university degree	2 199,77 - 2 291,89	2 149,56 - 2 236,90
042538	- university degree	2 022,81 - 2 085,94	1 977,43 - 2 038,50

Part-time hourly teachers (Section 15)		per hour	monthly fee
	a. A higher university degree	28,82	84,13
	b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	28,32	82,59
	c. Other suitable degree	24,72	72,10
	General subjects	per hour	monthly fee
	a. A higher university degree		
	- teaching obligation coefficient 20 h/week - languages, mathematics	31,75	92,52
	- teaching obligation coefficient 25 h/week - sports	25,39	74,02
	- teaching obligation coefficient 21 h/week - other subjects	30,23	88,11
	b. University degree		
	- teaching obligation coefficient 20 h/week - languages, mathematics	29,22	85,26
	- teaching obligation coefficient 25 h/week - sports	23,38	68,19
	- teaching obligation coefficient 21 h/week - other subjects	27,83	81,17

VISUAL ARTS AND MULTIDISCIPLINARY ARTS SCHOOL**Principals (Section 1)**

	Cost-of-living category I	Cost-of-living category II
051054 Principal	2 748,85 - 3 463,05	2 673,39 - 3 367,39

Teachers (Section 4)

	Cost-of-living category I	Cost-of-living category II
053442 1) Teacher	2 119,97 - 2 411,01	2 071,52 - 2 348,53
053444 2) Eligibility to provide basic teaching, visual arts or music teaching, eligibility to provide music school teaching or pedagogical eligibility under the Teaching Qualifications Decree 986/1998.	2 204,19 - 2 538,32	2 151,93 - 2 468,74

Teacher acting as school manager (Section 6)

Less than 1000 lessons taught during the previous academic year	101,24
1001-2000 lessons taught during the previous academic year	157,47
2000+ lessons taught during the previous academic year	213,72

Hourly teachers (Section 9)

Hourly fees

052999 Section 9 2) hourly fees	25,42 - 30,73
052999 Section 9 3) hourly fee for teachers who provide at least 16 weekly	27,00 - 32,56

VOCATIONAL TRAINING SCHOOLS

Statistical code

VOCATIONAL TRAINING SCHOOLS - ANNUAL WORKING TIME

Vice principals (Section 2)		Cost-of-living category I	Cost-of-living category II
061460	Vice principal	3 449,71	3 354,89

Teachers (Section 5)

Lecturer		Cost-of-living category I	Cost-of-living category II
068758 / 068858	An applicable higher university degree or a higher university of applied sciences degree	3 310,03	3 227,28
068756 / 068856	An applicable university degree, engineer, construction architect	3 004,22	2 929,11
068754 / 068854	Applicable post-secondary-level degree	2 723,29	2 655,21
068752 / 068852	Applicable other degree or training	2 412,13	2 351,83

Hourly teachers (Section 14)		Cost-of-living category I	Cost-of-living category II
067938	Hourly teacher's fee	16,09	15,68

CERTAIN VOCATIONAL TRAINING SCHOOLS

Principals, vice principals and adult education managers (Section 2)

		Cost-of-living category I	Cost-of-living category II
061062	Principal	3 593,32 - 4 067,51	3 494,71 - 3 955,52
061160	Vice principal	3 287,12 - 3 832,35	3 196,34 - 3 726,82
061359	Adult education manager	3 173,62 - 3 672,29	3 086,60 - 3 571,20

Teachers (Section 5)

1. Lecturer (vocational subjects)		Cost-of-living category I	Cost-of-living category II
063551 / 063651	a. A higher university degree or a higher university of applied sciences degree	2 954,82	2 873,32
	Extra hour coefficient for special needs teachers	0,95	0,95
063549 / 063649	b. Engineer, construction architect, lower university degree, university of applied sciences degree	2 731,11	2 657,90
	Extra hour coefficient for special needs teachers	0,95	0,95
063544 / 063644	c. Vocational teacher's degree or other similar degree	2 306,72	2 252,02
	Extra hour coefficient for special needs teachers	0,95	0,95
063545 / 063646	d. Technician or other professional with completed additional studies assigned by the Ministry of Education	2 431,52	2 373,13
	Extra hour coefficient for special needs teachers	0,95	0,95
063541 / 063641	e. Other highest degree in the field	2 153,70	2 103,01
	Extra hour coefficient for special needs teachers	0,95	0,95
063539 / 063639	f. Technician's degree or other similar degree	2 067,64	2 020,89
	Extra hour coefficient for special needs teachers	0,95	0,95

		Cost-of-living category I	Cost-of-living category II
2. Lecturer (common subjects)			
063747 / 063847	a. A higher university degree or a higher university of applied sciences degree	2 576,10	2 511,51
	Extra hour coefficient for special needs teachers	0,95	0,95
063744 / 063844	b. Other degree	2 306,72	2 252,02
	Extra hour coefficient for special needs teachers	0,95	0,95

		Cost-of-living category I	Cost-of-living category II
3. Lecturer (physical and health education)			
063747 / 063847	a. A higher university degree or a higher university of applied sciences degree	2 576,10	2 511,51
	Extra hour coefficient for special needs teachers	0,95	0,95
063744 / 063844	b. Other degree	2 306,72	2 252,02
	Extra hour coefficient for special needs teachers	0,95	0,95

SUPPLEMENTS AND FEES

Freelance vice principal's fee (Section 4)	362,99
Department manager's fee (Section 14)	
Number of classes in the department 3	38,73
Number of classes in the department 4-7	51,28
Number of classes in the department 8-11	63,55
Number of classes in the - department 12+	76,99
Subcontracting manager's fee (Section 15)	51,28
Subcontracting manager's fee, construction department (Section 15)	109,78

COMMERCIAL SCHOOLS

Principals, vice principals and adult education managers (Section 1)		Cost-of-living category I	Cost-of-living category II
071062	Principal	3 593,32 - 4 645,52	3 494,71 - 4 517,56
071161	Vice principal	3 402,66 - 4 001,85	3 309,10 - 3 891,65
071359	Adult education manager	3 179,23 - 3 839,15	3 092,05 - 3 733,41

Teachers (Section 4)		Cost-of-living category I	Cost-of-living category II
073551 / 073651	a. A Lecturer, higher university degree or a higher university of applied sciences degree	2 670,47	2 596,83
073547 / 073647	b. Lecturer, lower university degree or university of applied sciences degree	2 334,98	2 276,44
073544 / 073644	c. Lecturer, other degree	2 186,36	2 134,46

SUPPLEMENTS AND FEES

Freelance vice principal's fee (Section 3)	172,32
Separately compensated duties (Section 14)	
1. Programme manager's fee	152,27
Examination of private students (Section 17)	
1. fee for the examination of private students	55,03
2. Supervision fee for written examinations	11,21
3. Principal's fee for private students	44,43

SOCIAL AND HEALTHCARE SCHOOL

Principals, vice principals and adult education managers (Section 1)		Cost-of-living category I	Cost-of-living category II
081061	Principal	3 458,49 - 4 067,51	3 363,39 - 3 955,52
081159	Vice principal and		
081359	adult education manager	3 205,34 - 3 672,29	3 117,44 - 3 571,20

Teachers and full-time hourly teachers (Section 3)		Cost-of-living category I	Cost-of-living category II
083556 / 082556	a. A higher university degree or a higher university of applied sciences degree	3 157,57 - 3 462,73	3 071,03 - 3 367,74
083554 / 082554	b. Other degree	2 965,29 - 3 231,46	2 883,89 - 3 141,63

FORESTRY AND WOOD ECONOMY SCHOOL**Principals, vice principals and adult education managers (Section 1)**

		Cost-of-living category I	Cost-of-living category II
091062	Principal	3 649,50 - 4 131,07	3 549,31 - 4 017,32
091161	Vice principal	3 449,71 - 3 729,70	3 354,89 - 3 627,00
091359	Adult education manager	3 223,19 - 3 338,48	3 134,82 - 3 246,28

Teachers (Section 3)

		Cost-of-living category I	Cost-of-living category II
1. Lecturer (vocational subjects)			
093555	a. higher university degree	3 180,78	3 093,40
093552	b. university of applied sciences degree or engineering degree	2 846,16	2 767,75
093550	c. forestry engineer, wood economy engineer or a similar older degree	2 679,98	2 606,50
093549	d. technician's degree or a post-secondary-level degree	2 619,60	2 549,42
093547	e. forestry, saw industry or sheet industry technician	2 471,11	2 409,16
093545	f. forestry work teacher's training	2 274,67	2 220,08
2. Lecturer (common subjects)			
093755	a. higher university degree	3 180,78	3 093,40

SUPPLEMENTS AND FEES

Department manager's fee and fee for a separate supervisor for a course location (Section 6)	47,97
Teacher's training fee (Section 7)	
principal/manager	257,18
lecturer (vocational subjects; a higher university degree), forester and lecturer	175,75
lecturer (vocational subjects; engineers), and engineer	154,66
lecturer (vocational subjects; forestry engineer, wood economy engineer ora similar older degree), lecturer, vocational subjects; (technician)	126,51
lecturer (vocational subjects; forestry, sawmill industry and sheet industry technician), lecturer (vocational subjects; forestry work teacher's training)	106,91

UNIVERSITIES OF APPLIED SCIENCES

Statistical code

UNIVERSITIES OF APPLIED SCIENCES (Section 3)

Cost-of-living category I and II of the municipality	principal teacher	lecturer
Statistical code	114104	114205
Initial salary	3 852,29	3 458,10
After 5 years	4 157,80	3 728,52
After 10 years	4 627,45	4 095,87
After 15 years	5 194,20	4 612,71
After 20 years	5 464,38	4 815,09

Availability supplement

Cost-of-living category I and II of the municipality	principal teacher	lecturer
Statistical code	114101	114202
Initial salary	0,229	0,277
After 5 years	0,213	0,262
After 10 years	0,165	0,230
After 15 years	0,131	0,181
After 20 years	0,131	0,185

TEACHING PERSONNEL SUPPLEMENTS AND FEE (SECTION 6)

Language supplement (Section 7)

- good oral skills	19,58
- good oral and written skills	25,12
- perfect competence in both national languages	39,12

Language skill supplement (Section 8)

- basic level	19,58
- intermediate level	39,12
- highest level	76,09

Fee for arranging examinations (Section 12)

Fee for a private student (full)	32,11
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Shop steward compensation (Section 20)

under 19 individuals represented	65,80
20-59 individuals represented	82,77
60-129 individuals represented	96,57
130-159 individuals represented	96,57
160+ individuals represented	108,24

Labour protection delegate's fee (Section 21)

10-100 individuals represented	35,02
101-200 individuals represented	45,63
201+ individuals represented	62,61

**PRIVATE TEACHING SECTOR SALARIES, SUPPLEMENTS AND FEES
FINNISH EDUCATION EMPLOYERS (FEE)**

From 1 June 2021 onwards

ADMINISTRATION AND SUPPORT SERVICE PERSONNEL

Difficulty category	1	2	3	4	5	6
	1649,6	1784,6	1926,43	2090,97	2255,55	2451,2

ADMINISTRATION AND SUPPORT SERVICE PERSONNEL SUPPLEMENTS AND FEE

Urgency bonus (Chapter 2 section 13)	11,74
Language supplement (Chapter 5 section 11)	
- good oral skills	19,80
- good oral and written skills	25,40
- perfect competence in both national languages	39,55
Language skills supplement (Chapter 5 section 12)	
- basic level	19,80
- intermediate level	39,55
- highest level	76,93
Shop steward compensation (Chapter 5 section 13)	
under 19 individuals represented	66,85
20-59 individuals represented	84,09
60-159 individuals represented	98,12
160+ individuals represented	109,97
Labour protection delegate fee (Chapter 5 section 14)	
10-100 individuals represented	35,58
101-200 individuals represented	46,36
201+ individuals represented	63,61

TEACHING PERSONNEL

GENERAL EDUCATION

Statistical code

UPPER SECONDARY AND ELEMENTARY SCHOOL

Principals and managers		Cost-of-living category I	Cost-of-living category II
011064.	Elementary school principal (Section 3)	3 906,00 - 4 650,12	3 798,43 - 4 522,04
011065	Upper secondary school principal (Section 3)	4 071,52 - 5 106,64	3 959,42 - 4 966,14

		Cost-of-living category I	Cost-of-living category II
011261	Manager (Section 8)	3 403,40	3 309,82
011259	Manager (Section 10)	3 179,91	3 092,71
011154	Vice-manager (Section 10)	2 614,43	2 542,63

Teachers (Section 11)

1. Lecturer and guidance counsellor (upper secondary school)		Cost-of-living category I	Cost-of-living category II
012151	A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer	3 074,92	2 990,14
	Extra hour fee coefficient	0,821	0,844
012150	b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher	2 956,42	2 875,34
	Extra hour fee coefficient	0,831	0,855
012145	c. A higher or lower university degree	2 532,60	2 471,78
	Extra hour fee coefficient	0,864	0,885
012139	d. Other than those mentioned above	2 151,68	2 103,06
	Extra hour fee coefficient	0,908	0,930

		Cost-of-living category I	Cost-of-living category II
2. Lecturer (elementary school)			
012249	a. A higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer	2 861,83	2 785,13
	Extra hour fee coefficient	0,838	0,861
012248	b. Qualifications of a comprehensive school teacher or the older qualifications of a comprehensive/upper secondary school teacher	2 743,33	2 672,23
	Extra hour fee coefficient	0,852	0,875
012244	c. A higher university degree	2 402,69	2 345,71
	Extra hour fee coefficient	0,892	0,913
012242	d. A lower university degree	2 291,29	2 237,06
	Extra hour fee coefficient	0,899	0,921
012239	e. Other than those mentioned above	2 151,68	2 103,06
	Extra hour fee coefficient	0,908	0,930
3. Special needs and special class teachers			
		Cost-of-living category I	Cost-of-living category II
012349	a. A higher university degree and the qualifications of a special needs or class teacher	2 861,83	2 785,13
	Extra hour fee coefficient	0,838	0,861
012348	b. A lower university degree and the qualifications of a special needs or class teacher	2 743,33	2 672,23
	Extra hour fee coefficient	0,852	0,875
012347	c. Qualifications of a special needs or class teacher or a higher university degree and the qualifications of a comprehensive/upper secondary school	2 680,80	2 613,60
	Extra hour fee coefficient	0,852	0,874
012346	d. Qualifications of a comprehensive/upper secondary school teacher	2 587,37	2 523,68
	Extra hour fee coefficient	0,863	0,885
012344	e. A teacher for the most severely intellectually disabled with a suitable post-secondary level degree and 35 study weeks of specialised studies	2 402,69	2 345,71
	Extra hour fee coefficient	0,892	0,913
012341	f. A teacher other than those mentioned above or a teacher for the most severely intellectually disabled with a suitable post-secondary level	2 247,46	2 194,57
	Extra hour fee coefficient	0,900	0,922
4. Class teacher			
		Cost-of-living category I	Cost-of-living category II
012449	a. A higher university degree, qualification of a subject teacher and the qualifications of a comprehensive/upper secondary school teacher	2 861,83	2 785,13
	Extra hour fee coefficient	0,838	0,861
012448	b. Qualifications of a subject teacher and a comprehensive/upper secondary school teacher	2 743,33	2 672,23
	Extra hour fee coefficient	0,852	0,875
012446	c. Qualifications of a comprehensive/upper secondary school teacher	2 587,37	2 523,68
	Extra hour fee coefficient	0,863	0,885
012435	d. Other than those mentioned above	2 007,95	1 963,28
	Extra hour fee coefficient	0,925	0,947
5. Guidance counselling lecturer (Section 13)			
A higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer			
		Cost-of-living category I	Cost-of-living category II
015156	-under 15 years of experience justifying an experience supplement	2 984,30 - 3 243,52	2 902,50 - 3 154,56
015159	-least 15 years of experience justifying an experience supplement	3 243,52 - 3 753,18	3 154,56 - 3 649,88
Qualifications of a comprehensive/upper secondary school teacher			
015155	-under 15 years of experience justifying an experience supplement	2 916,85 - 3 149,28	2 836,70 - 3 062,47
015158	-least 15 years of experience justifying an experience supplement	3 149,28 - 3 471,45	3 062,47 - 3 376,00
Other than those mentioned above			
015143	-under 15 years of experience justifying an experience supplement	2 042,12 - 2 398,85	1 995,53 - 2 333,01
015146	-least 15 years of experience justifying an experience supplement	2 173,67 - 2 596,35	2 120,15 - 2 525,07

SUPPLEMENTS AND FEES

Reform school managers and school managers (Section 8)

Weekday	13,62
Saturday	27,48
Sunday	41,11

School-specific additional duties (Section 20)	Cost-of-living category I	Cost-of-living category II
Number of pupils less than 200	370,86	360,92
Number of pupils 201-400	618,55	601,56
Number of pupils 401-600	864,84	842,18
Number of pupils 601-800	1 112,53	1 082,80
Number of pupils 801-1000	1 360,23	1 323,44
Number of pupils 1001+	1 483,38	1 443,75

Procurement and management duties in skills-based and arts subjects (Section 21)	Cost-of-living category I	Cost-of-living category II
Less than 9 comprehensive teaching groups	388,77	378,17
9 or more comprehensive teaching groups	583,15	565,48

Duties included in the teaching obligation in upper secondary schools (Section 23)	
Tutor's fee	145,87

Duties included in the teaching obligation in comprehensive schools (Section 24)	
Tutor's duties	122,26
Examining private pupils and the progress of compulsory education	37,42

Compensation for the examination and supervision of private pupils in an upper secondary school and senior secondary school (Section 34)	
Fee per examination for a teacher in charge of the examination	41,87

UPPER SECONDARY SCHOOL FOR ADULTS AND UPPER SECONDARY SCHOOL ADULT CLASSES**Principals (Section 40)**

	Cost-of-living category I	Cost-of-living category II
011065 Upper secondary school for adults and upper secondary school adult	4 071,52 - 5 106,64	3 959,42 - 4 966,14

Teachers (Section 46)

1. Lecturer at upper secondary school for adults		Cost-of-living category I	Cost-of-living category II
012151	A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer	3 074,92	2 990,14
	Extra hour fee coefficient	0,821	0,844
012150	b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher	2 956,42	2 875,34
	Extra hour fee coefficient	0,831	0,855
012145	c. A higher or lower university degree	2 532,60	2 471,78
	Extra hour fee coefficient	0,864	0,885
012139	d. Other than those mentioned above	2 151,68	2 103,06
	Extra hour fee coefficient	0,908	0,930

LIBERAL ADULT EDUCATION AND BASIC EDUCATION IN THE ARTS

Statistical code

FOLK HIGH SCHOOLS

Principals (Section 1)

		Cost-of-living category I	Cost-of-living category II
021060	Folk high school principal	3 481,17 - 3 889,08	3 385,02 - 3 782,01

Teachers (Section 4)

		Cost-of-living category I	Cost-of-living category II
022650	1) higher university degree	2 643,95	2 571,46
	Extra hour fee coefficient	0,949	0,976
022645	2) Other eligibility referred to in Section 18 of the Teaching Qualifications Decree, taking into account the transitional provision in section 27, or a person eligible to act as a teacher in free adult education on grounds of a dispensation	2 287,88	2 232,99
	Extra hour fee coefficient	0,946	1,000

FOLK HIGH SCHOOLS WITH AN ANNUAL WORKING TIME

Principals (Section 12)

		Cost-of-living category I	Cost-of-living category II
021060	Folk high school principal within the total working time system	3 465,40 - 3 871,47	3 437,74 - 3 840,92
021061	Principal with a higher university degree or a principal having served as a principal or manager for at least five years	3 580,86 - 4 040,21	3 552,73 - 4 008,26

Vice principals (Section 14)

021159	The basic salary of a teacher acting as a vice/deputy principal is	Cost-of-living category I and II of the municipality
	Initial salary	3 309,58
	After 3 years	3 508,48
	After 5 years	3 683,89
	After 7 years	3 868,11
	After 10 years	4 061,50
	After 15 years	4 305,19

Teachers (Section 17)

022657	1) higher university degree and a higher university of applied sciences	Cost-of-living category I and II of the municipality
	Initial salary	3 116,33
	After 3 years	3 303,59
	After 5 years	3 468,78
	After 7 years	3 642,23
	After 10 years	3 824,34
	After 15 years	4 053,82
022656	2) a university degree or a responsible teacher	Cost-of-living category I and II of the municipality
	Initial salary	3 045,06
	After 3 years	3 228,06
	After 5 years	3 389,47
	After 7 years	3 558,96
	After 10 years	3 736,89
	After 15 years	3 961,11
022653	3) other degree	Cost-of-living category I and II of the municipality
	Initial salary	2 649,26
	After 3 years	2 808,47
	After 5 years	2 948,88
	After 7 years	3 096,32
	After 10 years	3 251,15
	After 15 years	3 446,21

ADULT EDUCATION CENTRES**Principals (Section 19)**

		Cost-of-living category I	Cost-of-living category II
021060	Adult education centre principal	3 350,29 - 3 742,86	3 257,78 - 3 639,83
021061	Principal with a higher university degree or a principal having served as a principal or manager for at least five years	3 461,93 - 3 906,00	3 366,73 - 3 798,43
021159	Vice principal within the total wage system	3 317,34 - 3 418,90	3 226,37 - 3 324,49

Teachers (Section 25)

		Cost-of-living category I	Cost-of-living category II
022650	1) higher university degree	2 643,95	2 571,46
022645	2) applicable lower university degree, a university of applied sciences degree or a post-secondary-level degree, or a teacher's eligibility on grounds of a dispensation	2 287,88	2 232,99

HOURLY TEACHERS (folk high schools and adult education centres) and study centres (Section 31)**Hourly teacher's hourly fees:**

	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022942	022946	022942	022946
a. hourly teachers with a higher university degree or higher university of applied sciences degree	28,81	31,28	28,15	30,54
	022939	022943	022939	022943
b. hourly teacher with a lower university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering	27,35	29,39	26,70	28,70
	022937	022941	022937	022941
c. other hourly teacher	26,53	28,31	25,94	27,62

Hourly fees for hourly teachers at study centres:

	Cost-of-living category I		Cost-of-living category II	
	Fee A	Fee B	Fee A	Fee B
	022941	022945	022941	022945
d. hourly teachers with a higher university degree or higher university of applied sciences degree	28,31	30,62	27,62	29,91
	022938	022942	022938	022942
e. hourly teacher with a lower university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering	26,95	28,81	26,32	28,15
	022936	022940	022936	022940
f. other hourly teacher	26,23	27,83	25,64	27,16

SPORTS TRAINING CENTRES**Principals and vice principals (Section 1)**

		Cost-of-living category I	Cost-of-living category II
031065	Principal	4 086,97 - 4 667,76	3 974,43 - 4 539,17
031162	Vice principal	3 545,95 - 4 013,87	3 448,61 - 3 903,34

1a. Teacher (sports and other subjects) (Section 7)

032757/ 032857	a. A higher university degree or a higher university of applied sciences degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 477,49 - 3 819,42	3 381,38 - 3 714,46
	After 3 years	3 685,21 - 4 047,68	3 583,32 - 3 936,42
	After 5 years	3 868,40 - 4 249,00	3 761,44 - 4 132,20
	After 8 years	4 060,78 - 4 460,40	3 948,46 - 4 337,75
	After 13 years	4 303,15 - 4 726,77	4 184,09 - 4 596,74
	After 20 years	4 516,84 - 4 961,59	4 391,85 - 4 825,10
032755/ 032855	b. University degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 318,86 - 3 581,70	3 228,27 - 3 483,54
	After 3 years	3 517,05 - 3 795,67	3 421,03 - 3 691,63
	After 5 years	3 691,84 - 3 984,40	3 591,03 - 3 875,15
	After 8 years	3 875,38 - 4 182,56	3 769,53 - 4 067,87
	After 13 years	4 106,63 - 4 432,26	3 994,43 - 4 310,67
	After 20 years	4 310,52 - 4 652,39	4 192,71 - 4 524,73
032751/ 032851	c. Other degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	2 806,19 - 3 036,05	2 729,41 - 2 953,29
	After 3 years	2 973,56 - 3 217,23	2 892,19 - 3 129,51
	After 5 years	3 121,20 - 3 377,05	3 035,71 - 3 284,92
	After 8 years	3 276,19 - 3 544,85	3 186,46 - 3 448,13
	After 13 years	3 471,51 - 3 756,26	3 376,39 - 3 653,74
	After 20 years	3 643,69 - 3 942,67	3 543,82 - 3 835,03

1b. Teacher (sports subjects and other subjects) / Pajulahti and Vierumäki

032758/ 032858	a. A higher university degree or a higher university of applied sciences degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 581,70 - 3 880,34	3 483,54 - 3 774,23
	After 3 years	3 795,67 - 4 112,26	3 691,63 - 3 999,79
	After 5 years	3 984,40 - 4 316,80	3 875,15 - 4 198,71
	After 8 years	4 182,56 - 4 531,61	4 067,87 - 4 407,60
	After 13 years	4 432,26 - 4 802,22	4 310,67 - 4 670,79
	After 20 years	4 652,39 - 5 040,83	4 524,73 - 4 902,81
032756/ 032856	b. University degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 395,13 - 3 688,21	3 302,64 - 3 587,64
	After 3 years	3 597,91 - 3 908,59	3 499,85 - 3 801,99
	After 5 years	3 776,74 - 4 102,98	3 673,79 - 3 991,02
	After 8 years	3 964,53 - 4 307,06	3 856,41 - 4 189,52
	After 13 years	4 201,13 - 4 564,22	4 086,53 - 4 439,62
	After 20 years	4 409,73 - 4 790,95	4 289,41 - 4 660,12
032752/ 032852	c. Other degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	2 876,75 - 3 318,86	2 798,08 - 3 228,27
	After 3 years	3 048,38 - 3 517,05	2 964,97 - 3 421,03
	After 5 years	3 199,75 - 3 691,84	3 112,15 - 3 591,03
	After 8 years	3 358,67 - 3 875,38	3 266,71 - 3 769,53
	After 13 years	3 558,92 - 4 106,63	3 461,45 - 3 994,43
	After 20 years	3 735,46 - 4 310,52	3 633,13 - 4 192,71

Hourly teachers' hourly fees (Section 10)		Cost-of-living category I	Cost-of-living category II
032943	a. hourly teachers with a higher university degree	29,72	29,02
032940	b. a. hourly teachers with a lower university degree	28,13	27,47
032938	c. other hourly teacher	27,24	26,62

Qualification supplement (Section 11)		Cost-of-living category I	Cost-of-living category II
032945	a. hourly teachers with a higher university degree	30,97	30,24
032942	b. a. hourly teachers with a lower university degree	29,14	28,47
032940	c. other hourly teacher	28,13	27,47

MUSIC SCHOOLS

Principals (Section 1)		Cost-of-living category I	Cost-of-living category II
041061	a. A higher university degree	3 706,33 - 4 541,28	3 604,42 - 4 415,91
041060	b. Other degree	3 586,83 - 4 358,99	3 487,77 - 4 238,96

Vice principals (Section 1)		Cost-of-living category I	Cost-of-living category II
041159	a. A higher university degree	3 401,02 - 3 935,46	3 307,77 - 3 827,12
041158	b. Other degree	3 302,23 - 3 781,97	3 211,22 - 3 678,16

Teachers (Section 4)

Conservatory		Cost-of-living category I	Cost-of-living category II
043152	A. Principal teacher	2 849,33 - 3 039,74	2 770,79 - 2 956,29
043249	b. Lecturer - higher university degree	2 627,52 - 2 784,21	2 557,08 - 2 707,43
043248	c. Lecturer	2 445,64 - 2 688,04	2 382,23 - 2 641,87
	d. Teachers of general subjects		
043346	- higher university degree	2 333,12 - 2 445,64	2 275,66 - 2 382,23
043341	- lower university degree	2 113,55 - 2 191,91	2 065,56 - 2 141,88

Basic teaching of music		Cost-of-living category I	Cost-of-living category II
043449	a. A higher university degree	2 627,52 - 2 784,21	2 557,08 - 2 707,43
043448	b. Sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	2 445,64 - 2 688,04	2 382,23 - 2 614,36
043444	c. Other suitable degree	2 235,82 - 2 333,12	2 183,14 - 2 275,66

Full-time hourly teachers (Section 13)		Cost-of-living category I	Cost-of-living category II
042543	a. A higher university degree	2 223,97 - 2 317,10	2 173,21 - 2 261,51
042542	b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	2 182,83 - 2 268,50	2 133,00 - 2 215,09
042539	c. Other suitable degree	2 074,73 - 2 144,45	2 027,95 - 2 095,77
	d. General subjects		
042543	- higher university degree	2 223,97 - 2 317,10	2 173,21 - 2 261,51
042538	- university degree	2 045,06 - 2 108,89	1 999,18 - 2 060,92

Part-time hourly teachers (Section 15)		per hour	monthly fee
	a. A higher university degree	29,14	85,06
	b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	28,63	83,50
	c. Other suitable degree	24,99	72,89
	General subjects	per hour	monthly fee
	a. A higher university degree		
	- teaching obligation coefficient 20 h/week - languages, mathematics	32,10	93,54
	- teaching obligation coefficient 25 h/week - sports	25,67	74,83
	- teaching obligation coefficient 21 h/week - other subjects	30,56	89,08
	b. University degree		
	- teaching obligation coefficient 20 h/week - languages, mathematics	29,54	86,20
	- teaching obligation coefficient 25 h/week - sports	23,64	68,94
	- teaching obligation coefficient 21 h/week - other subjects	28,14	82,06

VISUAL ARTS AND MULTIDISCIPLINARY ARTS SCHOOL**Principals (Section 1)**

	Cost-of-living category I	Cost-of-living category II
051054 Principal	2 779,09 - 3 501,14	2 702,80 - 3 404,43

Teachers (Section 4)

	Cost-of-living category I	Cost-of-living category II
053442 1) Teacher	2 143,29 - 2 437,53	2 094,31 - 2 374,36
053444 2) Eligibility to provide basic teaching, visual arts or music teaching, eligibility to provide music school teaching or pedagogical eligibility under the Teaching Qualifications Decree 986/1998.	2 228,44 - 2 566,24	2 175,60 - 2 495,90

Teacher acting as school manager (Section 6)

Less than 1000 lessons taught during the previous academic year	102,35
1001-2000 lessons taught during the previous academic year	159,20
2000+ lessons taught during the previous academic year	216,07

Hourly teachers (Section 9)

Hourly fees

052999 Section 9 2) hourly fees	25,70 - 31,07
052999 Section 9 3) hourly fee for teachers who provide at least 16 weekly	27,30 - 32,92

VOCATIONAL TRAINING SCHOOLS

Statistical code

VOCATIONAL TRAINING SCHOOLS - ANNUAL WORKING TIME

Vice principals (Section 2)		Cost-of-living category I	Cost-of-living category II
061460	Vice principal	3 487,66	3 391,79

Teachers (Section 5)

Lecturer		Cost-of-living category I	Cost-of-living category II
068758 / 068858	An applicable higher university degree or a higher university of applied sciences degree	3 346,44	3 262,78
068756 / 068856	An applicable university degree, engineer, construction architect	3 037,27	2 961,33
068754 / 068854	Applicable post-secondary-level degree	2 753,25	2 684,42
068752 / 068852	Applicable other degree or training	2 438,66	2 377,70

Hourly teachers (Section 14)		Cost-of-living category I	Cost-of-living category II
067938	Hourly teacher's fee	16,27	15,85

CERTAIN VOCATIONAL TRAINING SCHOOLS

Principals, vice principals and adult education managers (Section 2)

		Cost-of-living category I	Cost-of-living category II
061062	Principal	3 632,85 - 4 112,25	3 533,15 - 3 999,03
061160	Vice principal	3 323,28 - 3 874,51	3 231,50 - 3 767,82
061359	Adult education manager	3 208,53 - 3 712,69	3 120,55 - 3 610,48

Teachers (Section 5)

1. Lecturer (vocational subjects)		Cost-of-living category I	Cost-of-living category II
063551 / 063651	a. A higher university degree or a higher university of applied sciences degree	2 987,32	2 904,93
	Extra hour coefficient for special needs teachers	0,95	0,95
063549 / 063649	b. Engineer, construction architect, lower university degree, university of applied sciences degree	2 761,15	2 687,14
	Extra hour coefficient for special needs teachers	0,95	0,95
063544 / 063644	c. Vocational teacher's degree or other similar degree	2 332,09	2 276,79
	Extra hour coefficient for special needs teachers	0,95	0,95
063545 / 063646	d. Technician or other professional with completed additional studies assigned by the Ministry of Education	2 458,27	2 399,23
	Extra hour coefficient for special needs teachers	0,95	0,95
063541 / 063641	e. Other highest degree in the field	2 177,39	2 126,14
	Extra hour coefficient for special needs teachers	0,95	0,95
063539 / 063639	f. Technician's degree or other similar degree	2 090,38	2 043,12
	Extra hour coefficient for special needs teachers	0,95	0,95

		Cost-of-living category I	Cost-of-living category II
2. Lecturer (common subjects)			
063747 / 063847	a. A higher university degree or a higher university of applied sciences degree	2 604,44	2 539,14
	Extra hour coefficient for special needs teachers	0,95	0,95
063744 / 063844	b. Other degree	2 332,09	2 276,79
	Extra hour coefficient for special needs teachers	0,95	0,95

		Cost-of-living category I	Cost-of-living category II
3. Lecturer (physical and health education)			
063747 / 063847	a. A higher university degree or a higher university of applied sciences degree	2 604,44	2 539,14
	Extra hour coefficient for special needs teachers	0,95	0,95
063744 / 063844	b. Other degree	2 332,09	2 276,79
	Extra hour coefficient for special needs teachers	0,95	0,95

SUPPLEMENTS AND FEES

Freelance vice principal's fee (Section 4)	366,98
Department manager's fee (Section 14)	
Number of classes in the department 3	39,16
Number of classes in the department 4-7	51,84
Number of classes in the department 8-11	64,25
Number of classes in the - department 12+	77,84
Subcontracting manager's fee (Section 15)	51,84
Subcontracting manager's fee, construction department (Section 15)	110,99

COMMERCIAL SCHOOLS

Principals, vice principals and adult education managers (Section 1)		Cost-of-living category I	Cost-of-living category II
071062	Principal	3 632,85 - 4 696,62	3 533,15 - 4 567,25
071161	Vice principal	3 440,09 - 4 045,87	3 345,50 - 3 934,46
071359	Adult education manager	3 214,20 - 3 881,38	3 126,06 - 3 774,48

Teachers (Section 4)		Cost-of-living category I	Cost-of-living category II
073551 / 073651	a. A Lecturer, higher university degree or a higher university of applied sciences degree	2 699,85	2 625,40
073547 / 073647	b. Lecturer, lower university degree or university of applied sciences degree	2 360,66	2 301,48
073544 / 073644	c. Lecturer, other degree	2 210,41	2 157,94

SUPPLEMENTS AND FEES

Freelance vice principal's fee (Section 3)	174,22
Separately compensated duties (Section 14)	
1. Programme manager's fee	153,94
Examination of private students (Section 17)	
1. fee for the examination of private students	55,64
2. Supervision fee for written examinations	11,33
3. Principal's fee for private students	44,92

SOCIAL AND HEALTHCARE SCHOOL

Principals, vice principals and adult education managers (Section 1)		Cost-of-living category I	Cost-of-living category II
081061	Principal	3 496,53 - 4 112,25	3 400,39 - 3 999,03
081159 081359	Vice principal and adult education manager	3 240,60 - 3 712,69	3 151,73 - 3 610,48

Teachers and full-time hourly teachers (Section 3)		Cost-of-living category I	Cost-of-living category II
083556 / 082556	a. A higher university degree or a higher university of applied sciences degree	3 192,30 - 3 500,82	3 104,81 - 3 404,79
083554 / 082554	b. Other degree	2 997,91 - 3 267,01	2 915,61 - 3 176,19

FORESTRY AND WOOD ECONOMY SCHOOL**Principals, vice principals and adult education managers (Section 1)**

		Cost-of-living category I	Cost-of-living category II
091062	Principal	3 689,64 - 4 176,51	3 588,35 - 4 061,51
091161	Vice principal	3 487,66 - 3 770,73	3 391,79 - 3 666,90
091359	Adult education manager	3 258,65 - 3 375,20	3 169,30 - 3 281,99

Teachers (Section 3)

		Cost-of-living category I	Cost-of-living category II
1. Lecturer (vocational subjects)			
093555	a. higher university degree	3 215,77	3 127,43
093552	b. university of applied sciences degree or engineering degree	2 877,47	2 798,20
093550	c. forestry engineer, wood economy engineer or a similar older degree	2 709,46	2 635,17
093549	d. technician's degree or a post-secondary-level degree	2 648,42	2 577,46
093547	e. forestry, saw industry or sheet industry technician	2 498,29	2 435,66
093545	f. forestry work teacher's training	2 299,69	2 244,50
2. Lecturer (common subjects)			
093755	a. higher university degree	3 215,77	3 127,43

SUPPLEMENTS AND FEES

Department manager's fee and fee for a separate supervisor for a course location (Section 6)	48,50
Teacher's training fee (Section 7)	
principal/manager	260,01
lecturer (vocational subjects; a higher university degree), forester and lecturer	177,68
lecturer (vocational subjects; engineers), and engineer	156,36
lecturer (vocational subjects; forestry engineer, wood economy engineer ora similar older degree), lecturer, vocational subjects; (technician)	127,90
lecturer (vocational subjects; forestry, sawmill industry and sheet industry technician), lecturer (vocational subjects; forestry work teacher's training)	108,09

UNIVERSITIES OF APPLIED SCIENCES

Statistical code

UNIVERSITIES OF APPLIED SCIENCES (Section 3)

Cost-of-living category I and II of the municipality	principal teacher	lecturer
Statistical code	114104	114205
Initial salary	3 894,67	3 496,14
After 5 years	4 203,54	3 769,53
After 10 years	4 678,35	4 140,92
After 15 years	5 251,34	4 663,45
After 20 years	5 524,49	4 868,06

Availability supplement

Cost-of-living category I and II of the municipality	principal teacher	lecturer
Statistical code	114101	114202
Initial salary	0,229	0,277
After 5 years	0,213	0,262
After 10 years	0,165	0,230
After 15 years	0,131	0,181
After 20 years	0,131	0,185

TEACHING PERSONNEL SUPPLEMENTS AND FEE (SECTION 6)

Language supplement (Section 7)

- good oral skills	19,80
- good oral and written skills	25,40
- perfect competence in both national languages	39,55

Language skill supplement (Section 8)

- basic level	19,80
- intermediate level	39,55
- highest level	76,93

Fee for arranging examinations (Section 12)

Fee for a private student (full)	32,46
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Shop steward compensation (Section 20)

under 19 individuals represented	66,85
20-59 individuals represented	84,09
60-129 individuals represented	98,12
130-159 individuals represented	98,12
160+ individuals represented	109,97

Labour protection delegate's fee (Section 21)

10-100 individuals represented	35,58
101-200 individuals represented	46,36
201+ individuals represented	63,61