

**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 supplment (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 |

| 2. Lecturer (elementary school) | | Cost-of-living category I | Cost-of-living category II |
|---------------------------------|---|---------------------------|----------------------------|
| 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 | | 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 | 2 830,69 | 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 | | 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 | 2 830,69 | 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 |
| | 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 |
| | 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 |
| | 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 |
| | 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 |

| | | Cost-of-living category I | Cost-of-living category II |
|--------------------------------------|-----------------------------|---------------------------|----------------------------|
| 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 forestry engineer, wood economy engineer ora similar older degree), lecturer, vocational subjects; (technician) | 154,66 |
| forestry technician and machine 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 |
|----------------------------------|-------|

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 supplment (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 |

| 2. Lecturer (elementary school) | | Cost-of-living category I | Cost-of-living category II |
|---------------------------------|---|---------------------------|----------------------------|
| 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. and 4. Special needs and special class teachers | | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 012349/ 012649 | 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/ 012648 | 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/ 012647 | 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/ 012646 | d. Qualifications of a comprehensive/upper secondary school teacher | 2 587,37 | 2 523,68 |
| | Extra hour fee coefficient | 0,863 | 0,885 |
| 012344/ 012644 | 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/ 012641 | 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 |

| 5. 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 |

| 6. and 7. Guidance counselling lecturer (Section 13) | | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 015156/ 015256 | a. Guidance counselling competence, a higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer | 3 128,40 | 3 042,64 |
| 015155/ 015255 | b. Guidance counselling competence, qualifications of a comprehensive/upper secondary school teacher | 3 038,39 | 2 954,91 |
| 015143/ 015243 | c. Guidance counselling competence, other than those mentioned above | 2 127,21 | 2 078,69 |

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) | |
|--|---------------|
| Upper secondary school resource fee | 140,25 |
| 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 |

| 2. Lecturer (common subjects) | | Cost-of-living category I | Cost-of-living category II |
|-------------------------------|---|---------------------------|----------------------------|
| 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 |

| 3. Lecturer (physical and health education) | | Cost-of-living category I | Cost-of-living category II |
|---|---|---------------------------|----------------------------|
| 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)

| 1. Lecturer (vocational subjects) | | Cost-of-living category I | Cost-of-living category II |
|-----------------------------------|---|---------------------------|----------------------------|
| 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) | | Cost-of-living category I | Cost-of-living category II |
|-------------------------------|-----------------------------|---------------------------|----------------------------|
| 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 |
| forestry engineer, wood economy engineer or a similar older degree), lecturer, vocational subjects; (technician) | |
| forestry technician and machine 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 |
|----------------------------------|-------|

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 |