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			ERSONNEL	SUPPLEME	NTS AND FE	Ε
Urgency bonus (Chapter	2 section 13)					11,61
Language supplment (Ch	apter 5 secti	on 11)				
- good oral	skills					19,58
- good oral	and written s	kills				25,12
- perfect co	mpetence in	both nationa	l languages			39,12
Language skills suppleme	ent (Chapter	5 section 12)			
- basic leve						19,58
- intermedia	ate level					39,12
- highest le	vel					76,09
Shop steward compensat	ion (Chapter	5 section 13	3)			
under 19 in	dividuals rep	resented				65,80
20-59 indiv	duals repres	ented				82,77
60-159 indi	viduals repre	sented				96,57
160+ individ	duals represe	ented				108,24
Labour protection delegate	te fee (Chapt	er 5 section	14)			
	viduals repre		,			35,02
101-200 inc	dividuals repr	esented				45,63
	duals represe					62,61

TEACHING PERSONNEL

GENERAL EDUCATION

Statistical code

UPPER SECONDARY AND ELEMENTARY SCHOOL

OPPER SE	CONDART AND ELEMENTART SCHOOL			
Principals	and managers	Cost-of-livir	ig 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	
•	Section 11)	Cost-of-living	Cost-of-living	
	and guidance counsellor (upper secondary school)	category I	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	Cost-of-living	
2. Lecturer	(elementary school)	category I	category II	
012249	a. A higher university degree and the qualifications of a			
	comprehenisive/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	
VIZZII	Extra hour fee coefficient	0,892	0,913	
012242	d. A lower university degree	2 266,36	2 212,72	
012242	· · ·	0,899	0,921	
040000	Extra hour fee coefficient			
012239	e. Other than those mentioned above	2 128,27	2 080,18	
	Extra hour fee coefficient	0,908	0,930	
		Cost-of-living	Cost-of-living	
. Special n	eeds and special class teachers	category I	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	-,	-,	
012010	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	0,002	0,070	
012347	degree and the qualifications of a comprehensive/upper secondary school	2 651,63	2 585,16	
	Extra hour fee coefficient	0,852	0,874	
040040				
012346	d. Qualifications of a comprehensive/upper secondary school teacher	2 559,22	2 496,22	
0.100.11	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	
1. Class tea	cher	Cost-of-living category I	Cost-of-living category II	
	a. A higher university degree, qualification of a subject teacher and the	category	Category II	
012449		2 830,69	2 754,83	
	qualifications of a comprehensive/upper secondary school teacher			
010110	Extra hour fee coefficient	0,838	0,861	
012448	b. Qualifications of a subject teacher and a comprehensive/upper	0.740.40	0.040.40	
	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	
. Guidance	e 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		g category I	Cost-of-living category
015156	-lunder 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		- 3 433,68	3 029,15 - 3 339,27
3.0.00	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		- 2 568,10	2 097,08 - 2 497,60
010140	Educ to yours or experience justifying an experience supplicine it	2 100,02	2 000,10	2 001,00 2 401,00

SUPPLEMENTS AND FEES

Weekday	13,47	
Saturday	27,18	
Sunday	40,66	
- · ·	Cost-of-living	Cost-of-living
School-specific additional duties (Section 20)	category I	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
	Cost-of-living	Cost-of-living
Procurement and management duties in skills-based and arts subjects (Section 21)	category I	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 secon	ndary school and	senior secondary school (Section
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

gory I Cost-of-living category II 6,77 3 348,19 - 3 740,86 st-of-living tegory II 543,48 0,976 208,69 1,000 gory I Cost-of-living category II 9,35 3 400,34 - 3 799,13
208,69 1,000 gory I Cost-of-living category II
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543,48 0,976 208,69 1,000 gory I Cost-of-living category II
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9,35 3 400,34 - 3 799,13
6,25 3 514,08 - 3 964,65
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ADULT EDUCATION CENTRES

ADULT ED	UCATION CENTRES				
Principals ((Section 19)		g category I	Cost-of-living cate	
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		- 3 863,50	3 330,10 -	
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	applicable lower university degree, a university of applied sciences	2 0 10, 10	2 040,40		
022040	degree or a post-secondary-level degree, or a teacher's eligibility on				
	grounds of a dispensation	2 262,99	2 208,69		
	EACHERS (folk high schools and adult education centres) and study ce	entres (Section	ı 31)		
Hourly tead	cher's hourly fees:	Cost-of-livin	g category I	Cost-of-living	n 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	ひととりすと	0223 1 0	ULLUTL	ULLU 1 U
	applied sciences degree	28,50	30,94	27,84	30,21
	applied colonics degree	•	g category I	Cost-of-living	
		Fee A	Fee B	Fee A	Fee B
		022939	022943	022939	022943
	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
			g category I	Cost-of-living	
		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	s for hourly teachers at study centres:				
			g category I	Cost-of-living	
		Fee A	Fee B	Fee A	Fee B
		022941	022945	022941	022945
		022341			
	d. hourly teachers with a higher university degree or higher university of			07.00	
	d. hourly teachers with a higher university degree or higher university of applied sciences degree	28,00	30,29	27,32	29,58
		28,00 Cost-of-livin	30,29 g category I	Cost-of-living	29,58 g category II
		28,00 Cost-of-livin Fee A	30,29 g category I Fee B	Cost-of-living	29,58 g category II Fee B
		28,00 Cost-of-livin	30,29 g category I	Cost-of-living	29,58 g category II
		28,00 Cost-of-livin Fee A	30,29 g category I Fee B	Cost-of-living	29,58 g category II Fee B
	e. hourly teacher with a lower university degree, university of applied	28,00 Cost-of-livin Fee A	30,29 g category I Fee B	Cost-of-living	29,58 g category II Fee B
	e. hourly teacher with a lower university degree, university of applied sciences degree, or a degree in physical education, visual arts, music,	28,00 Cost-of-livin Fee A 022938	30,29 g category I Fee B 022942	Cost-of-living Fee A 022938	29,58 g category II Fee B 022942 27,84
	e. hourly teacher with a lower university degree, university of applied sciences degree, or a degree in physical education, visual arts, music,	28,00 Cost-of-livin Fee A 022938	30,29 g category I Fee B 022942	Cost-of-living Fee A 022938 26,03	29,58 g category II Fee B 022942 27,84
	e. hourly teacher with a lower university degree, university of applied sciences degree, or a degree in physical education, visual arts, music,	28,00 Cost-of-livin Fee A 022938 26,66 Cost-of-livin	30,29 g category I Fee B 022942 28,50 g category I	Cost-of-living Fee A 022938 26,03 Cost-of-living	29,58 g category II Fee B 022942 27,84 g category II

SPORTS TRA	INING	CENTRES
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	and vice principals (Section 1)	Cost-of-living category I	Cost-of-living category I
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
. Teache	r (sports and other subjects) (Section 7)		
032757/	a. A higher university degree or a higher university of applied sciences		
032857	degree	Cost-of-living category I	Cost-of-living category I
	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/	Alloi 20 youro	1 101,10	1011,01 1112,00
032855	b. University degree	Cost-of-living category I	Cost-of-living category
002000	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/	Allei 20 years	7 200,02 - 4 001,11	7 171,03 - 4413,30
032851	a Other degree	Coat of living actorony I	Cost of living octoory
032031	c. Other degree	Cost-of-living category I 2 775,66 - 3 003,02	Cost-of-living category 2 699,71 - 2 921,16
	Initial salary		
	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
	A.C	0.040.54 0.500.00	
	After 8 years	3 240,54 - 3 506,28	3 151,79 - 3 410,61
Tozobo	After 13 years After 20 years	3 240,54 - 3 506,28 3 433,74 - 3 715,39 3 604,05 - 3 899,77	3 151,79 - 3 410,61 3 339,65 - 3 613,99 3 505,26 - 3 793,30
032758/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences	3 433,74 - 3 715,39 3 604,05 - 3 899,77	3 339,65 - 3 613,99 3 505,26 - 3 793,30
	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category
032758/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17
032758/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27
032758/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03
032758/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64
032758/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97
032758/ 032858	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47
032758/ 032858	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 13 years After 20 years b. University degree Initial salary	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary After 3 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary After 3 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years After 5 years After 7 years After 8 years After 8 years After 8 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94
032758/ 032858 032756/	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years After 13 years After 13 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32
032758/ 032858 032756/ 032856	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 4 years After 5 years After 7 years After 8 years After 9 years After 10 years After 11 years After 12 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56 4 361,75 - 4 738,82	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32 4 242,74 - 4 609,42
032758/ 032858 032756/ 032856	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years After 5 years After 7 years After 8 years After 9 years After 10 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56 4 361,75 - 4 738,82 Cost-of-living category I	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32 4 242,74 - 4 609,42 Cost-of-living category
032758/ 032858 032756/ 032856	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years After 20 years c. Other degree Initial salary	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56 4 361,75 - 4 738,82 Cost-of-living category I 2 845,45 - 3 282,75	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32 4 242,74 - 4 609,42 Cost-of-living category 2 767,64 - 3 193,15
032758/ 032858 032756/ 032856	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 13 years After 5 years After 20 years c. Other degree Initial salary After 3 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56 4 361,75 - 4 738,82 Cost-of-living category I 2 845,45 - 3 282,75 3 015,21 - 3 478,78	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32 4 242,74 - 4 609,42 Cost-of-living category 2 767,64 - 3 193,15 2 932,71 - 3 383,81
032758/ 032858 032756/ 032856	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 5 years After 6 years After 7 years After 7 years After 8 years After 9 years C. Other degree Initial salary After 3 years After 3 years After 3 years After 5 years After 5 years After 5 years After 5 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56 4 361,75 - 4 738,82 Cost-of-living category I 2 845,45 - 3 282,75 3 015,21 - 3 478,78 3 164,94 - 3 651,67	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32 4 242,74 - 4 609,42 Cost-of-living category 2 767,64 - 3 193,15 2 932,71 - 3 383,81 3 078,29 - 3 551,96
032758/ 032858 032756/ 032856	After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 13 years After 5 years After 20 years c. Other degree Initial salary After 3 years	3 433,74 - 3 715,39 3 604,05 - 3 899,77 Cost-of-living category I 3 542,73 - 3 838,12 3 754,37 - 4 067,52 3 941,05 - 4 269,83 4 137,05 - 4 482,30 4 384,04 - 4 749,97 4 601,77 - 4 985,98 Cost-of-living category I 3 358,19 - 3 648,08 3 558,76 - 3 866,06 3 735,65 - 4 058,34 3 921,39 - 4 260,20 4 155,42 - 4 514,56 4 361,75 - 4 738,82 Cost-of-living category I 2 845,45 - 3 282,75 3 015,21 - 3 478,78	3 339,65 - 3 613,99 3 505,26 - 3 793,30 Cost-of-living category 3 445,64 - 3 733,17 3 651,46 - 3 956,27 3 832,99 - 4 153,03 4 023,61 - 4 359,64 4 263,77 - 4 619,97 4 475,50 - 4 849,47 Cost-of-living category 3 266,71 - 3 548,61 3 461,77 - 3 760,62 3 633,82 - 3 947,60 3 814,45 - 4 143,94 4 042,07 - 4 391,32 4 242,74 - 4 609,42 Cost-of-living category 2 767,64 - 3 193,15 2 932,71 - 3 383,81

Harriba ta a	should be such from (Continue 40)	Cost-of-living	Cost-of-living	
032943	chers' hourly fees (Section 10)	category I 29,40	category II 28,70	
	a. hourly teachers with a higher university degree	27,82	27,17	
032940	b. a. hourly teachers with a lower university degree	26,94	26,33	
032938	c. other hourly teacher	20,94	20,33	
Qualification	on 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 SC	HOOLS			
Principals		Cost-of-livin	g category I	Cost-of-living category II
041061	a. A higher university degree		- 4 491,87	3 565,20 - 4 367,86
041061	b. Other degree		- 4 311,56	3 449,82 - 4 192,84
- 041000	b. Other degree	0 071,00	4 011,00	0 440,02 - 4 102,04
Vice princi	pals (Section 1)	Cost-of-livin	g 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)			
Conservate	•	Cost-of-livin	g category I	Cost-of-living category II
043152	A. Principal teacher		- 3 006,67	2 740,64 - 2 924,12
043249	b. Lecturer - higher university degree		- 2 753,92	2 529,26 - 2 677,97
043248	c. Lecturer		- 2 658,79	2 356,31 - 2 613,13
- 0.102.10	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		- 2 168,06	2 043,09 - 2 118,58
			· · · · · · · · · · · · · · · · · · ·	· · · · · · · · · · · · · · · · · · ·
Basic teac	hing of music		g 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		- 2 658,79	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 h	ourly teachers (Section 13)	Cost-of-livin	g 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
Dart_time h	ourly teachers (Section 15)	nor hour	monthly foo	
rait-time f	a. A higher university degree	per hour 28,82	monthly fee 84,13	
	b. A suitable university degree b. A suitable university of applied sciences degree, a postgraduate degree	20,02	04,10	
	from a conservatory or the older qualifications of a lecturer	28,32	82,59	
	c. Other suitable degree	24,72	72,10	
	o. Other dulidate degree	∠ T,1 ∠	12,10	
	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

Section 9 3) hourly fee for teachers who provide at least 16 weekly

052999

	TO AND MIGETIPIOGII EMARTI ARTO GOTIOGE		
Principals	(Section 1)	Cost-of-living category I	Cost-of-living category
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 I
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 ac	cting 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 tea	chers (Section 9)		_
Hourly fees			
			_

27,00 - 32,56

VOCATIONAL TRAINING SCHOOLS

Statistical code

VOCATIONAL	TRAINING SCHOOLS.	 ANNUAL WORKING TIME 	:

VOCATION	IAL TRAINING SCHOOLS - ANNUAL WORKING TIME			
Vice princi	pals (Section 2)	Cost-of-living category I	Cost-of-living category II	
061460	Vice principal	3 449.71	3 354,89	
001400	vice principal	3 449,7 1	3 334,09	
Teachers (Section 5)			
Lecturer		Cost-of-living category I	Cost-of-living category II	
068758 /	An applicable higher university degree or a higher university of applied			
068858	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	
		Cost-of-living	Cost-of-living	
	chers (Section 14)	category I	category II	
067938	Hourly teacher's fee	16,09	15,68	
CERTAIN \	OCATIONAL TRAINING SCHOOLS			
Principals,	vice principals and adult education managers (Section 2)	Cost-of-livir	ng 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)			
		Cost-of-living	Cost-of-living	
1. Lecturer	(vocational subjects)	category I	category II	
063551 /	a. A higher university degree or a higher university of applied sciences			
063651	degree	2 954,82	2 873,32	
	Extra hour coefficient for special needs teachers	0,95	0,95	
	. _			

0,95

0,95

1. Lecturer	(vocational subjects)	category I	category II
063551 /	a. A higher university degree or a higher university of applied sciences		
063651	degree	2 954,82	2 873,32
	Extra hour coefficient for special needs teachers	0,95	0,95
063549 /	b. Engineer, construction architect, lower university degree, university of		
063649	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 /	d. Technician or other professional with completed additional studies		
063646	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

		Cost-of-living	Cost-of-living	
	(common subjects)	category I	category II	
063747 /	3			
063847	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	
3 Lecturer ((physical and health education)	Cost-of-living category I	Cost-of-living category II	
063747 /	, ,	- canagary :		
063847	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	
SUPPLEME	ENTS AND FEES			
· · · ==	ice principal's fee (Section 4)	362,99		
	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		
Subcontract	ting manager's fee (Section 15)	51,28		
	ting manager's fee, construction department (Section 15)	109,78		
COMMERC Principals,	IAL SCHOOLS vice principals and adult education managers (Section 1)	Cost-of-livin		Cost-of-living category II 3 494.71 - 4 517.56
COMMERC Principals, 071062	SIAL SCHOOLS vice principals and adult education managers (Section 1) Principal	3 593,32	- 4 645,52	3 494,71 - 4 517,56
COMMERC Principals,	IAL SCHOOLS vice principals and adult education managers (Section 1)	3 593,32 · 3 402,66 ·		
COMMERC Principals, 071062 071161	Vice principal Vice principal Vice principal	3 593,32 · 3 402,66 ·	- 4 645,52 - 4 001,85	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359	Principal Vice principal Vice principal Adult education managers (Section 1) Principal Vice principal Adult education manager	3 593,32 · 3 402,66 · 3 179,23 ·	- 4 645,52 - 4 001,85 - 3 839,15	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359	Principal Vice principal Vice principal Adult education managers (Section 1) Principal Vice principal Adult education manager	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359	Principal Vice principal Vice principal Adult education managers (Section 1) Principal Vice principal Adult education manager Section 4)	3 593,32 · 3 402,66 · 3 179,23 · Cost-of-living	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (3	Principal Vice principal Adult education managers (Section 1) Principal Vice principal Adult education manager Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651	Principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 /	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47	- 4 645,52 - 4 001,85 - 3 839,15	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$073551 / 073651 073647 / 073647	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47	- 4 645,52 - 4 001,85 - 3 839,15	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 /	Principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 2 334,98	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 2 334,98	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v	FIAL SCHOOLS vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES rice principal's fee (Section 3)	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 2 334,98 2 186,36	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14)	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 2 334,98 2 186,36	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of the series of the s	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 2 334,98 2 186,36	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of the series of the s	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES fice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee for of private students (Section 17)	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 SUPPLEME Freelance v Separately of the separa	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES rice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 SUPPLEME Freelance v Separately of the separa	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of the series of the s	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES rice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 2 334,98 2 186,36 172,32 152,27 55,03 11,21	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44	3 494,71 - 4 517,56 3 309,10 - 3 891,65
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of Examination	Adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee in of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03 - 11,21 - 44,43	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44 2 134,46	3 494,71 - 4 517,56 3 309,10 - 3 891,65 3 092,05 - 3 733,41
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately (\$ Examination SOCIAL AN Principals,	Adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1)	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03 - 11,21 - 44,43 - Cost-of-livin	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44 2 134,46	3 494,71 - 4 517,56 3 309,10 - 3 891,65 3 092,05 - 3 733,41 Cost-of-living category II
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03 - 11,21 - 44,43	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44 2 134,46	3 494,71 - 4 517,56 3 309,10 - 3 891,65 3 092,05 - 3 733,41
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061 081159	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal Vice principal and	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03 - 11,21 - 44,43 - Cost-of-living 3 458,49	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44 2 134,46 g category I - 4 067,51	3 494,71 - 4 517,56 3 309,10 - 3 891,65 3 092,05 - 3 733,41 Cost-of-living category II 3 363,39 - 3 955,52
COMMERC Principals, 071062 071161 071359 Teachers (\$073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03 - 11,21 - 44,43 - Cost-of-livin	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44 2 134,46 g category I - 4 067,51	3 494,71 - 4 517,56 3 309,10 - 3 891,65 3 092,05 - 3 733,41 Cost-of-living category II
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061 081159 081359	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal Vice principal and	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03 - 11,21 - 44,43 - Cost-of-living 3 458,49	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44 2 134,46 g category I - 4 067,51 - 3 672,29	3 494,71 - 4 517,56 3 309,10 - 3 891,65 3 092,05 - 3 733,41 Cost-of-living category II 3 363,39 - 3 955,52 3 117,44 - 3 571,20
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately (\$ Examination \$ SOCIAL AN Principals, 081061 081159 081359	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal Vice principal and adult education manager	3 593,32 - 3 402,66 - 3 179,23 - Cost-of-living category I 2 670,47 - 2 334,98 - 2 186,36 - 172,32 - 152,27 - 55,03 - 11,21 - 44,43 - Cost-of-living 3 458,49 - 3 205,34	- 4 645,52 - 4 001,85 - 3 839,15 Cost-of-living category II 2 596,83 2 276,44 2 134,46 g category I - 4 067,51 - 3 672,29	3 494,71 - 4 517,56 3 309,10 - 3 891,65 3 092,05 - 3 733,41 Cost-of-living category II 3 363,39 - 3 955,52

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	Cost-of-living
 Lecturer 	(vocational subjects)	category I	category II
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	Cost-of-living
2. Lecturer	(common subjects)	category I	category II
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
forestry engineer, wood economy engineer ora similar older degree),	
lecturer, vocational subjects; (technician)	
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	e supplement (Section 7) - good oral skills	19,58
	- good oral and written skills	25,12
	- perfect competence in both national languages	39,12
Language	e skill supplement (Section 8)	33,12
Language	, ,	10.50
	- basic level	19,58
	- intermediate level	39,12
	- highest level	76,09
Fee for a	rranging examinations (Section 12)	
	Fee for a private student (full)	32,11
Shop stev	ward 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 p	rotection 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 catego	ory	1	2	3	4	5	6
		1649,6	1784,6	1926,43	2090,97	2255,55	2451,2
ADMINISTRAT			_	ERSONNEL	SUPPLEME	NTS AND FE	
Urgency bonus	(Chapter	2 section 13)					11,74
Language supp	lment (Ch	apter 5 section	on 11)				
- (good oral	skills					19,80
- (good oral	and written s	kills				25,40
-1	perfect co	mpetence in	both nationa	al languages			39,55
Language skills	suppleme	ent (Chapter	5 section 12	!)			
-	basic leve	l					19,80
- i	intermedia	ate level					39,55
-	highest le	vel					76,93
Shop steward c	ompensa	tion (Chapter	5 section 13	3)			
uı	nder 19 in	dividuals rep	resented				66,85
20	0-59 indiv	iduals repres	ented				84,09
60	0-159 indi	viduals repre	sented				98,12
16	60+ indivi	duals represe	nted				109,97
Labour protection	on delega	te fee (Chapt	er 5 section	14)			
10	0-100 indi	viduals repre	sented				35,58
10	01-200 inc	dividuals repr	esented				46,36
20	01+ indivi	duals represe	nted				63,61

TEACHING PERSONNEL

GENERAL EDUCATION

Statistical code

UPPER SECONDARY AND ELEMENTARY SCHOOL

CONDART AND ELEMENTART SCHOOL			
and managers	Cost-of-living	ig category I	Cost-of-living category II
Elementary school principal (Section 3)	3 906,00	- 4 650,12	3 798,43 - 4 522,04
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	
Manager (Section 8)	3 403,40	3 309,82	
Manager (Section 10)	3 179,91	3 092,71	
Vice-manager (Section 10)	2 614,43	2 542,63	
Section 11)	Cost-of-living	Cost-of-living	
and guidance counsellor (upper secondary school)	category I	category II	
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	
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	
c. A higher or lower university degree	2 532,60	2 471,78	
Extra hour fee coefficient	0,864	0,885	
d. Other than those mentioned above	2 151,68	2 103,06	
Extra hour fee coefficient	0,908	0,930	
	Elementary school principal (Section 3) Upper secondary school principal (Section 3) Manager (Section 8) Manager (Section 10) Vice-manager (Section 10) Section 11) and guidance counsellor (upper secondary school) A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer Extra hour fee coefficient b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher or the older qualifications of an upper secondary school teacher or the older qualifications of an upper secondary school teacher Extra hour fee coefficient c. A higher or lower university degree Extra hour fee coefficient d. Other than those mentioned above	Elementary school principal (Section 3) Upper secondary school principal (Section 3) 4 071,52 Cost-of-living category I Manager (Section 8) Manager (Section 10) Vice-manager (Section 10) Section 11) Section 11) Cost-of-living category I 2 614,43 Section 11) Cost-of-living category I 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 Extra hour fee coefficient 0,821 b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher or the older category I Extra hour fee coefficient 0,821 Extra hour fee coefficient 0,831 c. A higher or lower university degree 2 532,60 Extra hour fee coefficient 0,864 d. Other than those mentioned above 2 151,68	Elementary school principal (Section 3) 3 906,00 - 4 650,12 Upper secondary school principal (Section 3) 4 071,52 - 5 106,64 Upper secondary school principal (Section 3) 4 071,52 - 5 106,64 Upper secondary school principal (Section 3) 4 071,52 - 5 106,64 Upper secondary school principal (Section 3) 4 071,52 - 5 106,64 Upper secondary school principal (Section 3) 4 071,52 - 5 106,64 Upper secondary school or a 3 403,40 3 309,82 Manager (Section 10) 3 179,91 3 092,71 Vice-manager (Section 10) 2 614,43 2 542,63 Section 11) Cost-of-living category 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 b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher Qualifications of an upper secondary school teacher 2 956,42 2 875,34 Extra hour fee coefficient 0,831 0,855 C. A higher or lower university degree 2 532,60 2 471,78 Extra hour fee coefficient 0,864 0,885 d. Other than those mentioned above 2 151,68 2 103,06

2 Lacturar/	(elementary school)	Cost-of-living category I	Cost-of-living category II
012249	a. A higher university degree and the qualifications of a	category	category ii
012243	comprehenisive/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	0,000	0,001
012240	qualifications of a comprehensive/upper secondary school teacher	2 743,33	2 672,23
	Extra hour fee coefficient	0,852	0.875
012244		2 402,69	2 345,71
012244	c. A higher university degree	0,892	0,913
010040	Extra hour fee coefficient	2 291,29	2 237,06
012242	d. A lower university degree	0,899	0,921
040000	Extra hour fee coefficient		
012239	e. Other than those mentioned above	2 151,68	2 103,06
	Extra hour fee coefficient	0,908	0,930
		Cost-of-living	Cost-of-living
3. and 4. Sp	pecial needs and special class teachers	category I	category II
012349/	a. A higher university degree and the qualifications of a special needs or	- ,	
012649	class teacher	2 861,83	2 785,13
0.20.0	Extra hour fee coefficient	0,838	0,861
012348/	b. A lower university degree and the qualifications of a special needs or	-,	-,
012648	class teacher	2 743,33	2 672,23
012010	Extra hour fee coefficient	0,852	0,875
012347/	c. Qualifications of a special needs or class teacher or a higher university	0,002	
012647	degree and the qualifications of a comprehensive/upper secondary school	2 680,80	2 613,60
U1EU-11	Extra hour fee coefficient	0,852	0,874
012346/	EAGA HOAF TOO GOOMINION		-,
012646	d. Qualifications of a comprehensive/upper secondary school teacher	2 587,37	2 523,68
012040	Extra hour fee coefficient	0,863	0,885
012344/	e. A teacher for the most severely intellectually disabled with a suitable	0,000	0,000
012644	post-secondary level degree and 35 study weeks of specialised studies	2 402,69	2 345,71
012044	Extra hour fee coefficient	0,892	0,913
012341/	f. A teacher other than those mentioned above or a teacher for the most	0,032	0,313
012641	severely intellectually disabled with a suitable post-secondary level	2 247,46	2 194,57
012041	Extra hour fee coefficient	0,900	0,922
	Extra flour fee coefficient	0,500	0,022
		Cost-of-living	Cost-of-living
5. Class tea	cher	category I	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
		-,-	-,-
		Cost-of-living	Cost-of-living
5. and 7. Gu	uidance counselling lecturer (Section 13)	category I	category II
015156/	a. Guidance counselling competence, a higher university degree		
015256	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/	b. Guidance counselling competence, qualifications of a	· · · · · · · · · · · · · · · · · · ·	
015255	comprehensive/upper secondary school teacher	3 038,39	2 954,91
015143/	c. Guidance counselling competence, other than those mentioned	<u> </u>	
015243	above	2 127,21	2 078,69

SUPPLEMENTS AND FEES

Weekday	13,62	
Saturday	27,48	
Sunday	41,11	
chool-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
rocurement and management duties in skills-based and arts subjects (Section 21) Less than 9 comprehensive teaching groups	Cost-of-living category I 388,77	Cost-of-living category II 378,17
9 or more comprehensive teaching groups	583,15	565,48
uties included in the teaching obligation in upper secondary schools (Section 23)	303,13	300,40
Upper secondary school resource fee	140,25	
Tutor's fee	145,87	
uties 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	
ompensation for the examination and supervision of private pupils in an upper secon		enior secondary
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)

at upper secondary school for adults	Cost-of-living	Cost-of-living category II
· · · · · · · · · · · · · · · · · · ·	outogory :	oatogory ii
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
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
c. A higher or lower university degree	2 532,60	2 471,78
Extra hour fee coefficient	0,864	0,885
d. Other than those mentioned above	2 151,68	2 103,06
Extra hour fee coefficient	0,908	0,930
	at upper secondary school for adults A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer Extra hour fee coefficient b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher Extra hour fee coefficient c. A higher or lower university degree Extra hour fee coefficient d. Other than those mentioned above	A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer secondary school teacher or the older qualifications of a senior lecturer 0,821 b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher 2 2956,42 Extra hour fee coefficient 0,831 c. A higher or lower university degree 2 532,60 Extra hour fee coefficient 0,864 d. Other than those mentioned above 2 151,68

LIBERAL ADULT EDUCATION AND BASIC EDUCATION IN THE ARTS

Statistical code

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Principals	(Section 1)	Cost-of-livir	ig category I	Cost-of-living category I
021060	Folk high school principal		- 3 889,08	3 385,02 - 3 782,01
	•			
		Cost-of-living	Cost-of-living	
	Section 4)	category I	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	
OLK HIGH	H SCHOOLS WITH AN ANNUAL WORKING TIME			
Principals	(Section 12)		ig category I	Cost-of-living category
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
/ice princi	pals (Section 14)			
021159	The basic salary of a teacher acting as a vice/deputy principal is	Cost-of-living c	ategory I and II o	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	<u>—</u>	
	After 10 years	4 061,50	<u>—</u>	
	After 15 years	4 305,19		
•	Section 17)			
022657	higher university degree and a higher university of applied sciences Initial salary		ategory I and II o	of the municipality
022657	Initial salary	3 116,33	ategory I and II c	of the municipality
022657	Initial salary After 3 years	3 116,33 3 303,59	ategory I and II c 	of the municipality
022657	Initial salary After 3 years After 5 years	3 116,33 3 303,59 3 468,78	ategory I and II c 	of the municipality
022657	Initial salary After 3 years After 5 years After 7 years	3 116,33 3 303,59 3 468,78 3 642,23	ategory I and II c — — — —	of the municipality
022657	Initial salary After 3 years After 5 years	3 116,33 3 303,59 3 468,78	ategory I and II c — — — — —	of the municipality
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82	_ ` _ _ _ _ _	
022657	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c	_ ` _ _ _ _ _	of the municipality
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06	_ ` _ _ _ _ _	
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06	_ ` _ _ _ _ _	
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47	_ ` _ _ _ _ _	
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96	_ ` _ _ _ _ _	
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years After 7 years After 10 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96 3 736,89	_ ` _ _ _ _ _	
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96	_ ` _ _ _ _ _	
	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years After 10 years After 10 years After 15 years After 15 years After 15 years After 15 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96 3 736,89 3 961,11	ategory I and II c	
022656	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years After 10 years After 10 years After 10 years After 115 years After 15 years After 15 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96 3 736,89 3 961,11 Cost-of-living c 2 649,26	ategory I and II c	of the municipality
022656	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years After 10 years After 10 years After 15 years After 15 years After 15 years After 15 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96 3 736,89 3 961,11 Cost-of-living c 2 649,26 2 808,47	ategory I and II c	of the municipality
022656	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years After 10 years After 10 years After 10 years After 115 years After 15 years After 15 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96 3 736,89 3 961,11 Cost-of-living c 2 649,26 2 808,47 2 948,88	ategory I and II c	of the municipality
022656	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years After 7 years After 10 years After 10 years After 3 years After 3 years After 3 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96 3 736,89 3 961,11 Cost-of-living c 2 649,26 2 808,47	ategory I and II c	of the municipality
022656	Initial salary After 3 years After 5 years After 7 years After 10 years After 15 years 2) a university degree or a responsible teacher Initial salary After 3 years After 5 years After 7 years After 10 years After 10 years After 10 years After 3 years After 10 years After 15 years After 15 years After 15 years 3) other degree Initial salary After 3 years After 5 years	3 116,33 3 303,59 3 468,78 3 642,23 3 824,34 4 053,82 Cost-of-living c 3 045,06 3 228,06 3 389,47 3 558,96 3 736,89 3 961,11 Cost-of-living c 2 649,26 2 808,47 2 948,88	ategory I and II c	of the municipality

ADULT EDUCATION CENTRES

	UCATION CENTRES (Section 10)	Coat of livin	na ootoaan. I	Cost of livin	a ootoaan/II
	(Section 19)		ng category I - 3 742,86		g category II - 3 639,83
021060	Adult education centre principal Principal with a higher university degree or a principal having served as a	3 330,29	- 3742,00	3 231,10	- 3 039,03
021061		2 464 02	- 3 906,00	2 266 72	- 3 798,43
004450	principal or manager for at least five years		- 3 418,90		- 3 796,43 - 3 324,49
021159	Vice principal within the total wage system	3 317,34	- 3410,90	3 220,37	- 3 324,49
		Cost-of-living	Cost-of-living		
eachers (Section 25)	category I	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		
	EACHERS (folk high schools and adult education centres) and study co	entres (Sectio	n 31)		
ourry tour	5.15. 5 nown, 1555.	Cost-of-livir	ng category I	Cost-of-livin	g category I
		Fee A	Fee B	Fee A	Fee B
		022942	022946	022942	022946
	a. hourly teachers with a higher university degree or higher university of	VLLUTL	022070	ULLUTL	022070
	applied sciences degree	28,81	31,28	28,15	30,54
	applied solelies degree		ng category I	Cost-of-livin	
		Fee A	Fee B	Fee A	Fee B
		022939	022943	022939	022943
	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
	nome economics, cottage industry, handicians or polytechnic engineering		ng category I	Cost-of-livin	
		Fee A	Fee B	Fee A	Fee B
		022937	022941	022937	022941
	a athra havaluta ashan				
	c. other hourly teacher	26,53	28,31	25,94	27,62
ourly fee	s for hourly teachers at study centres:	On at af livin		Oaat of livin	
			ng category I	Cost-of-livin	
		Fee A	Fee B	Fee A	Fee B
	d hand, taraban villa a higher with alama a chicker with a	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
	applied sciences degree		ng category I	Cost-of-livin	
		Fee A	Fee B		g category i Fee B
				Fee A	
		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
	nome essentines, contago materia, nandiorano el polytecimio eligineeling		ng category I	Cost-of-livin	
		Fee A	Fee B	Fee A	Fee B
		022936	022940	022936	022940
	f other housely teacher				
	f. other hourly teacher	26,23	27,83	25,64	27,16

SPORTS TRA	INING	CENTRES
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	and vice principals (Section 1)	Cost-of-living category I	Cost-of-living category
031065	Principal Viscontinuinal	4 086,97 - 4 667,76 3 545,95 - 4 013,87	3 974,43 - 4 539,17 3 448,61 - 3 903,34
031162	Vice principal	3 545,95 - 4 015,67	3 440,01 - 3 903,34
. Teache	r (sports and other subjects) (Section 7)		
032757/	a. A higher university degree or a higher university of applied sciences		
032857	degree	Cost-of-living category I	Cost-of-living category
	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/	Altor 20 yours	1010,01	1001,00 1020,10
032855	h University degree	Coat of living actorony I	Cost of living octoory
032033	b. University degree	Cost-of-living category I 3 318,86 - 3 581,70	Cost-of-living category 3 228,27 - 3 483,54
	Initial salary		
	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/		<u> </u>	
032851	c. Other degree	Cost-of-living category I	Cost-of-living category
	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
	- ·		3 035,71 - 3 284,92
	After 5 years	3 121.20 - 3 3//.05	J UJJ./ I - J Z04.9Z
	After 5 years	3 121,20 - 3 377,05 3 276 19 - 3 544 85	
	After 8 years	3 276,19 - 3 544,85	3 186,46 - 3 448,13
n Teache	After 8 years After 13 years After 20 years		3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03
032758/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03
	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category
032758/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23
032758/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category
032758/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23
032758/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71
032758/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79
032758/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60
032758/ 032858	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79
032758/ 032858 032756/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 13 years After 20 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81
032758/ 032858	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category
032758/ 032858 032756/	After 8 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64
032758/ 032858 032756/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary After 3 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99
032758/ 032858 032756/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 5 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02
032758/ 032858 032756/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52
032758/ 032858 032756/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years After 5 years After 6 years After 7 years After 7 years After 8 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62
032758/ 032858 032756/ 032856	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62
032758/ 032858 032756/ 032856	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 5 years After 5 years After 7 years After 8 years After 9 years After 13 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22 4 409,73 - 4 790,95	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62 4 289,41 - 4 660,12
032758/ 032858 032756/	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 3 years After 4 years After 5 years After 5 years After 5 years After 7 years After 8 years After 8 years After 13 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22 4 409,73 - 4 790,95	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62 4 289,41 - 4 660,12 Cost-of-living category
032758/ 032858 032756/ 032856	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 5 years After 7 years After 8 years After 9 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22 4 409,73 - 4 790,95 Cost-of-living category I 2 876,75 - 3 318,86	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62 4 289,41 - 4 660,12 Cost-of-living category 2 798,08 - 3 228,27
032758/ 032858 032756/ 032856	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 3 years After 3 years After 4 years After 5 years After 5 years After 5 years After 7 years After 8 years After 8 years After 13 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22 4 409,73 - 4 790,95 Cost-of-living category I 2 876,75 - 3 318,86 3 048,38 - 3 517,05	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62 4 289,41 - 4 660,12 Cost-of-living category 2 798,08 - 3 228,27 2 964,97 - 3 421,03
032758/ 032858 032756/ 032856	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 5 years After 7 years After 8 years After 9 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years After 10 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22 4 409,73 - 4 790,95 Cost-of-living category I 2 876,75 - 3 318,86 3 048,38 - 3 517,05 3 199,75 - 3 691,84	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62 4 289,41 - 4 660,12 Cost-of-living category 2 798,08 - 3 228,27 2 964,97 - 3 421,03 3 112,15 - 3 591,03
032758/ 032858 032756/ 032856	After 8 years After 13 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 8 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 7 years After 8 years After 9 years After 9 years After 10 years After 10 years After 10 years After 11 years After 12 years After 13 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22 4 409,73 - 4 790,95 Cost-of-living category I 2 876,75 - 3 318,86 3 048,38 - 3 517,05	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62 4 289,41 - 4 660,12 Cost-of-living category 2 798,08 - 3 228,27 2 964,97 - 3 421,03
032758/ 032858 032756/ 032856	After 8 years After 20 years r (sports subjects and other subjects) / Pajulahti and Vierumäki a. A higher university degree or a higher university of applied sciences degree Initial salary After 3 years After 5 years After 13 years After 20 years b. University degree Initial salary After 3 years After 5 years After 5 years After 20 years c. Other degree Initial salary After 3 years After 3 years After 3 years After 5 years	3 276,19 - 3 544,85 3 471,51 - 3 756,26 3 643,69 - 3 942,67 Cost-of-living category I 3 581,70 - 3 880,34 3 795,67 - 4 112,26 3 984,40 - 4 316,80 4 182,56 - 4 531,61 4 432,26 - 4 802,22 4 652,39 - 5 040,83 Cost-of-living category I 3 395,13 - 3 688,21 3 597,91 - 3 908,59 3 776,74 - 4 102,98 3 964,53 - 4 307,06 4 201,13 - 4 564,22 4 409,73 - 4 790,95 Cost-of-living category I 2 876,75 - 3 318,86 3 048,38 - 3 517,05 3 199,75 - 3 691,84	3 186,46 - 3 448,13 3 376,39 - 3 653,74 3 543,82 - 3 835,03 Cost-of-living category 3 483,54 - 3 774,23 3 691,63 - 3 999,79 3 875,15 - 4 198,71 4 067,87 - 4 407,60 4 310,67 - 4 670,79 4 524,73 - 4 902,81 Cost-of-living category 3 302,64 - 3 587,64 3 499,85 - 3 801,99 3 673,79 - 3 991,02 3 856,41 - 4 189,52 4 086,53 - 4 439,62 4 289,41 - 4 660,12 Cost-of-living category 2 798,08 - 3 228,27 2 964,97 - 3 421,03 3 112,15 - 3 591,03

		Cost-of-living	Cost-of-living	
	chers' hourly fees (Section 10)	category I	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	
		Cost-of-living	Cost-of-living	
Qualification	on supplement (Section 11)	category I	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 SCI	HOOLS			
Principals	(Section 1)	Cost-of-livin	g category I	Cost-of-living category II
041061	a. A higher university degree	3 706,33 -		3 604,42 - 4 415,91
041060	b. Other degree	3 586,83 -	· ·	3 487,77 - 4 238,96
vice nrinci	pals (Section 1)	Cost-of-livin	a category I	Cost-of-living category II
041159	a. A higher university degree	3 401,02		3 307,77 - 3 827,12
041158	b. Other degree	3 302,23		3 211,22 - 3 678,16
Taaahaya (Continu 4\			
Teachers (Conservate	•	Cost-of-livin	g category I	Cost-of-living category II
043152	A. Principal teacher	2 849,33		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		2 382,23 - 2 641,87
0.02.0	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		2 065,56 - 2 141,88
043341	- lower university degree	2 110,00	2 101,01	2 000,00 - 2 141,00
	ning of music	Cost-of-livin		Cost-of-living category II
043449	a. A higher university degree	2 627,52	- 2 /84,21	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	· ·	2 382,23 - 2 614,36
043444	c. Other suitable degree	2 235,82	- 2 333,12	2 183,14 - 2 275,66
Full-time h	ourly teachers (Section 13)	Cost-of-livin	g category I	Cost-of-living category II
042543	a. A higher university degree	2 223,97 -		2 173,21 - 2 261,51
042542	b. A suitable university of applied sciences degree, a postgraduate degree	-,-	, ,	-, - ,-
0.20.2	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	· ·	2 027,95 - 2 095,77
042003	d. General subjects	2 07 1,10	2 ,	2 021,00 2 000,11
042543	- higher university degree	2 223,97	. 2 317 10	2 173,21 - 2 261,51
042543	- university degree	2 045,06 -		1 999,18 - 2 060,92
		·	·	· · · · · · · · · · · · · · · · · · ·
Part-time h	ourly 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	
	todoming obligation coombient 2.1 mweek - other subjects	20,17	02,00	

VISUAL ARTS AND MULTIDISCIPLINARY ARTS SCHOOL

052999

Section 9 3) hourly fee for teachers who provide at least 16 weekly

Principals	(Section 1)	Cost-of-living category I	Cost-of-living category I
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 I
053442	1) Teacher	2 143,29 - 2 437,53	2 094,31 - 2 374,36
053444	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 ac	ting 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 tea	chers (Section 9)		-
,			_

27,30 - 32,92

VOCATIONAL TRAINING SCHOOLS

Statistical code

VOCATIONAL	TRAINING SCHOOLS -	ΛΝΝΙΙΛΙ	MUDKING	TIME
VULATIONAL	IRAINING SCHOOLS •	ANNUAL	WURKING	

VOCATION	IAL TRAINING SCHOOLS - ANNUAL WORKING TIME			
Vias princi	inale (Section 2)	Cost-of-living	Cost-of-living	
	pals (Section 2)	category I	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 /	An applicable higher university degree or a higher university of applied			
068858	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 tea	chers (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-livir	ng 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 /	a. A higher university degree or a higher university of applied sciences			
063651	degree	2 987,32	2 904,93	
	Extra hour coefficient for special needs teachers	0,95	0,95	

1. Lecturer ((vocational subjects)	category I	category II
063551 /	a. A higher university degree or a higher university of applied sciences		
063651	degree	2 987,32	2 904,93
	Extra hour coefficient for special needs teachers	0,95	0,95
063549 /	b. Engineer, construction architect, lower university degree, university of		
063649	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 /	d. Technician or other professional with completed additional studies		
063646	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	Cost-of-living	
	(common subjects)	category I	category II	
063747 /	3			
063847	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	Cost-of-living	
3. Lecturer ((physical and health education)	category I	category II	
063747 /	,			
063847	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	
SUPPLEME	ENTS AND FEES			
	ice 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		
	ting manager's fee (Section 15)	51,84		
Subcontract	ting manager's fee, construction department (Section 15)	110,99		
COMMERC Principals,	IAL SCHOOLS vice principals and adult education managers (Section 1)	Cost-of-livin		Cost-of-living category II
COMMERC Principals, 071062 071161	vice principals and adult education managers (Section 1) Principal Vice principal	3 632,85 · 3 440,09 ·	- 4 696,62 - 4 045,87	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062	vice principals and adult education managers (Section 1) Principal	3 632,85 · 3 440,09 ·	4 696,62	3 533,15 - 4 567,25
COMMERC Principals, 071062 071161 071359	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager	3 632,85 · 3 440,09 · 3 214,20 · Cost-of-living	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4)	3 632,85 · 3 440,09 · 3 214,20 ·	- 4 696,62 - 4 045,87 - 3 881,38	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (3	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree	3 632,85 · 3 440,09 · 3 214,20 · Cost-of-living	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 /	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85	- 4 696,62 - 4 045,87 - 3 881,38	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$073551 / 073651 073647 / 073647	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 /	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85	- 4 696,62 - 4 045,87 - 3 881,38	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 /	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 - 2 360,66 - 2 210,41	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3)	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14)	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 - 2 360,66 - 2 210,41	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of the series of the s	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3)	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 - 2 360,66 - 2 210,41 - 174,22	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately of the series of	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17)	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 - 2 360,66 - 2 210,41 - 174,22	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of the series of the s	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 - 2 360,66 - 2 210,41 - 174,22 - 153,94	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of the series of the s	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 - 2 360,66 - 2 210,41 - 174,22 - 153,94 - 55,64	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of Examination	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 - 2 360,66 - 2 210,41 - 174,22 - 153,94 - 55,64 - 11,33	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48	3 533,15 - 4 567,25 3 345,50 - 3 934,46
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of Examination	Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66 2 210,41 174,22 153,94 55,64 11,33 44,92	- 4 696,62 - 4 045,87 - 3 881,38	3 533,15 - 4 567,25 3 345,50 - 3 934,46 3 126,06 - 3 774,48
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately (\$ Examination SOCIAL AN Principals,	Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students WD HEALTHCARE SCHOOL vice principals and adult education managers (Section 1)	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66 2 210,41 174,22 153,94 55,64 11,33 44,92 Cost-of-livin	- 4 696,62 - 4 045,87 - 3 881,38	3 533,15 - 4 567,25 3 345,50 - 3 934,46 3 126,06 - 3 774,48 Cost-of-living category II
COMMERC Principals, 071062 071161 071359 Teachers (\$073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061	Principal Vice principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66 2 210,41 174,22 153,94 55,64 11,33 44,92	- 4 696,62 - 4 045,87 - 3 881,38	3 533,15 - 4 567,25 3 345,50 - 3 934,46 3 126,06 - 3 774,48
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061 081159	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ID HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal Vice principal and	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66 2 210,41 174,22 153,94 55,64 11,33 44,92 Cost-of-livin 3 496,53	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48 2 157,94 g category I - 4 112,25	3 533,15 - 4 567,25 3 345,50 - 3 934,46 3 126,06 - 3 774,48 Cost-of-living category II 3 400,39 - 3 999,03
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073547 / 073647 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061	Principal Vice principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ND HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66 2 210,41 174,22 153,94 55,64 11,33 44,92 Cost-of-livin	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48 2 157,94 g category I - 4 112,25	3 533,15 - 4 567,25 3 345,50 - 3 934,46 3 126,06 - 3 774,48 Cost-of-living category II
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061 081159 081359	vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ID HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal Vice principal and adult education manager	3 632,85 - 3 440,09 - 3 214,20 - 2 699,85 - 2 360,66 - 2 210,41 - 174,22 - 153,94 - 55,64 - 11,33 - 44,92 - Cost-of-living 3 496,53 - 3 240,60 3 240,60 3 - 3 440,60 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3 - 3	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48 2 157,94 g category I - 4 112,25 - 3 712,69	3 533,15 - 4 567,25 3 345,50 - 3 934,46 3 126,06 - 3 774,48 Cost-of-living category II 3 400,39 - 3 999,03 3 151,73 - 3 610,48
COMMERC Principals, 071062 071161 071359 Teachers (\$ 073551 / 073651 073647 / 073647 073644 / 073644 SUPPLEME Freelance v Separately of Examination SOCIAL AN Principals, 081061 081159 081359	Principal Vice principals and adult education managers (Section 1) Principal Vice principal Adult education manager Section 4) a. A Lecturer, higher university degree or a higher university of applied sciences degree b. Lecturer, lower university degree or university of applied sciences degree c. Lecturer, other degree ENTS AND FEES ice principal's fee (Section 3) compensated duties (Section 14) 1. Programme manager's fee n of private students (Section 17) 1. fee for the examination of private students 2. Supervision fee for written examinations 3. Principal's fee for private students ID HEALTHCARE SCHOOL vice principals and adult education managers (Section 1) Principal Vice principal and	3 632,85 - 3 440,09 - 3 214,20 - Cost-of-living category I 2 699,85 2 360,66 2 210,41 174,22 153,94 55,64 11,33 44,92 Cost-of-livin 3 496,53	- 4 696,62 - 4 045,87 - 3 881,38 Cost-of-living category II 2 625,40 2 301,48 2 157,94 g category I - 4 112,25 - 3 712,69	3 533,15 - 4 567,25 3 345,50 - 3 934,46 3 126,06 - 3 774,48 Cost-of-living category II 3 400,39 - 3 999,03

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	Cost-of-living
 Lecturer 	(vocational subjects)	category I	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
		Cost-of-living	Cost-of-living
2. Lecturer	(common subjects)	category I	category II
093755	a. higher university degree	3 215,77	3 127,43

SUPPLEMENTS AND FEES

OO! I ELMENTO / NO I ELO	
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 ora 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)

Language	e supplement (Section 7)	
	- good oral skills	19,80
	- good oral and written skills	25,40
	- perfect competence in both national languages	39,55
Languag	e skill supplement (Section 8)	
	- basic level	19,80
	- intermediate level	39,55
	- highest level	76,93
Fee for a	rranging examinations (Section 12)	
	Fee for a private student (full)	32,46
Shop ste	ward 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 p	rotection delegate's fee (Section 21)	
•	10-100 individuals represented	35,58
	101-200 individuals represented	46,36
	201+ individuals represented	63,61
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