

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

From 1 October 2023 onwards

## ADMINISTRATION AND SUPPORT SERVICE PERSONNEL

| Difficulty category | 1        | 2        | 3        | 4        | 5        | 6        |
|---------------------|----------|----------|----------|----------|----------|----------|
|                     | 1 711,53 | 1 851,60 | 1 998,76 | 2 169,47 | 2 340,23 | 2 543,22 |

### ADMINISTRATION AND SUPPORT SERVICE PERSONNEL SUPPLEMENTS AND FEE

|  |        |
|--|--------|
| Urgency bonus (Chapter 2 section 13)                 | 12,18  |
| Language supplment (Chapter 5 section 7)             |        |
| - good oral skills                                   | 20,55  |
| - good oral and written skills                       | 26,36  |
| - perfect competence in both national languages      | 41,03  |
| Language skills supplement (Chapter 5 section 7)     |        |
| - basic level  | 20,55  |
| - intermediate level                                 | 41,03  |
| - highest level                                      | 79,82  |
| Shop steward compensation (Chapter 5 section 7)      |        |
| under 19 individuals represented                     | 70,23  |
| 20-59 individuals represented                        | 88,34  |
| 60-159 individuals represented                       | 103,09 |
| 160+ individuals represented                         | 115,53 |
| Labour protection delegate fee (Chapter 5 section 7) |        |
| 10-100 individuals represented                       | 37,38  |
| 101-200 individuals represented                      | 48,70  |
| 201+ individuals represented                         | 66,83  |

## TEACHING PERSONNEL

### GENERAL EDUCATION

Statistical code

#### UPPER SECONDARY AND ELEMENTARY SCHOOL

| Principals and managers                             | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| 011064. Elementary school principal (Section 3)     | 4 251,85 - 5 061,86       | 4 134,76 - 4 922,44        |
| 011065 Upper secondary school principal (Section 3) | 4 432,03 - 5 558,80       | 4 310,00 - 5 405,86        |

|                                  | Cost-of-living category I | Cost-of-living category II |
|----------------------------------|---------------------------|----------------------------|
| 011261 Manager (Section 8)       | 3 704,75                  | 3 602,89                   |
| 011259 Manager (Section 10)      | 3 461,47                  | 3 366,55                   |
| 011154 Vice-manager (Section 10) | 2 845,92                  | 2 767,76                   |

#### Teachers (Section 11)

Extra hour fee coefficient for part-time hourly teacher is **0,914**.

| 1. Lecturer and guidance counsellor (upper secondary school)  | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| 012151 A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer | 3 375,42                  | 3 282,35                   |
| Extra hour fee coefficient  | <b>0,836</b>              | <b>0,860</b>               |
| 012150 b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher                       | 3 245,33                  | 3 156,33                   |
| Extra hour fee coefficient  | <b>0,847</b>              | <b>0,871</b>               |
| 012145 c. A higher or lower university degree   | 2 780,09                  | 2 713,34                   |
| Extra hour fee coefficient  | <b>0,880</b>              | <b>0,902</b>               |
| 012139 d. Other than those mentioned above  | 2 361,95                  | 2 308,58                   |
| Extra hour fee coefficient  | <b>0,925</b>              | <b>0,948</b>               |

|  |   | Cost-of-living<br>category I | Cost-of-living<br>category II |
|--|---|------------------------------|-------------------------------|
| <b>2. Lecturer (elementary school)</b> |   |                              |                               |
| 012249                                 | a. A higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer | 3 144,42                     | 3 060,14                      |
|  | Extra hour fee coefficient  | <b>0,854</b>                 | <b>0,877</b>                  |
| 012248                                 | b. Qualifications of a comprehensive school teacher or the older qualifications of a comprehensive/upper secondary school teacher                       | 3 011,42                     | 2 933,37                      |
|  | Extra hour fee coefficient  | <b>0,868</b>                 | <b>0,891</b>                  |
| 012244                                 | c. A higher university degree   | 2 637,49                     | 2 574,94                      |
|  | Extra hour fee coefficient  | <b>0,909</b>                 | <b>0,930</b>                  |
| 012242                                 | d. A lower university degree  | 2 515,21                     | 2 455,67                      |
|  | Extra hour fee coefficient  | <b>0,916</b>                 | <b>0,938</b>                  |
| 012239                                 | e. Other than those mentioned above   | 2 361,95                     | 2 308,58                      |
|  | Extra hour fee coefficient  | <b>0,925</b>                 | <b>0,948</b>                  |

|   |  | Cost-of-living<br>category I | Cost-of-living<br>category II |
|---|--|------------------------------|-------------------------------|
| <b>3. and 4. Special needs and special class teachers</b> |  |                              |                               |
| 012349/<br>012649   | a. A higher university degree and the qualifications of a special needs or class teacher   | 3 144,42                     | 3 060,14                      |
|   | Extra hour fee coefficient   | <b>0,854</b>                 | <b>0,877</b>                  |
| 012348/<br>012648   | b. A lower university degree and the qualifications of a special needs or class teacher  | 3 011,42                     | 2 933,37                      |
|   | Extra hour fee coefficient   | <b>0,868</b>                 | <b>0,891</b>                  |
| 012347/<br>012647   | c. Qualifications of a special needs or class teacher or a higher university degree and the qualifications of a comprehensive/upper secondary school | 2 942,78                     | 2 869,01                      |
|   | Extra hour fee coefficient   | <b>0,868</b>                 | <b>0,890</b>                  |
| 012346/<br>012646   | d. Qualifications of a comprehensive/upper secondary school teacher  | 2 842,86                     | 2 772,87                      |
|   | Extra hour fee coefficient   | <b>0,879</b>                 | <b>0,902</b>                  |
| 012344/<br>012644   | e. A teacher for the most severely intellectually disabled with a suitable post-secondary level degree and 35 study weeks of specialised studies     | 2 637,49                     | 2 574,94                      |
|   | Extra hour fee coefficient   | <b>0,917</b>                 | <b>0,939</b>                  |
| 012341/<br>012641   | f. A teacher other than those mentioned above or a teacher for the most severely intellectually disabled with a suitable post-secondary level        | 2 467,09                     | 2 409,03                      |
|   | Extra hour fee coefficient   | <b>0,909</b>                 | <b>0,930</b>                  |

|                         |  | Cost-of-living<br>category I | Cost-of-living<br>category II |
|-------------------------|--|------------------------------|-------------------------------|
| <b>5. Class teacher</b> |  |                              |                               |
| 012449                  | a. A higher university degree, qualification of a subject teacher and the qualifications of a comprehensive/upper secondary school teacher | 3 144,42                     | 3 060,14                      |
|                         | Extra hour fee coefficient   | <b>0,843</b>                 | <b>0,866</b>                  |
| 012448                  | b. Qualifications of a subject teacher and a comprehensive/upper secondary school teacher  | 3 011,42                     | 2 933,37                      |
|                         | Extra hour fee coefficient   | <b>0,857</b>                 | <b>0,880</b>                  |
| 012446                  | c. Qualifications of a comprehensive/upper secondary school teacher  | 2 842,86                     | 2 772,87                      |
|                         | Extra hour fee coefficient   | <b>0,868</b>                 | <b>0,890</b>                  |
| 012435                  | d. Other than those mentioned above  | 2 204,18                     | 2 155,14                      |
|                         | Extra hour fee coefficient   | <b>0,930</b>                 | <b>0,953</b>                  |

|   |  | Cost-of-living<br>category I | Cost-of-living<br>category II |
|---|--|------------------------------|-------------------------------|
| <b>6. and 7. Guidance counselling lecturer (Section 13)</b> |  |                              |                               |
| 015156/<br>015256   | a. Guidance counselling competence, a higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer | 3 405,40                     | 3 312,04                      |
| 015155/<br>015255   | b. Guidance counselling competence, qualifications of a comprehensive/upper secondary school teacher   | 3 307,42                     | 3 216,55                      |
| 015143/<br>015243   | c. Guidance counselling competence, other than those mentioned above   | 2 315,56                     | 2 262,74                      |

## SUPPLEMENTS AND FEES

### Reform school managers and school managers (Section 8)

|          |       |
|----------|-------|
| Weekday  | 14,13 |
| Saturday | 28,51 |
| Sunday   | 42,65 |

| School-specific additional duties (Section 20) | Cost-of-living category I | Cost-of-living category II |
|--|---------------------------|----------------------------|
| Number of pupils less than 200                 | 384,79                    | 374,47                     |
| Number of pupils 201-400                       | 641,77                    | 624,14                     |
| Number of pupils 401-600                       | 897,31                    | 873,80                     |
| Number of pupils 601-800                       | 1 154,30                  | 1 123,46                   |
| Number of pupils 801-1000                      | 1 411,29                  | 1 373,13                   |
| Number of pupils 1001+                         | 1 539,07                  | 1 497,96                   |

| Procurement and management duties in skills-based and arts subjects (Section 21) | Cost-of-living category I | Cost-of-living category II |
|--|---------------------------|----------------------------|
| Less than 9 comprehensive teaching groups  | 403,37                    | 392,36                     |
| 9 or more comprehensive teaching groups  | 605,04                    | 586,71                     |

| Duties included in the teaching obligation in upper secondary schools (Section 23) |        |
|--|--------|
| Upper secondary school resource fee  | 145,52 |
| Tutor's fee  | 151,35 |

| Duties included in the teaching obligation in comprehensive schools (Section 24) |        |
|--|--------|
| Tutor's duties   | 126,86 |
| Examining private pupils and the progress of compulsory education                | 38,83  |

| Compensation for the examination and supervision of private pupils in an upper secondary school and senior secondary school (Section 34) |       |
|--|-------|
| Fee per examination for a teacher in charge of the examination   | 43,44 |

## UPPER SECONDARY SCHOOL FOR ADULTS AND UPPER SECONDARY SCHOOL ADULT CLASSES

| Principals (Section 38)   | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| 011065 Upper secondary school for adults and upper secondary school adult | 4 432,03 - 5 558,80       | 4 310,00 - 5 405,86        |

### Teachers (Section 44)

| 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 | 3 375,42                  | 3 282,35                   |
| Extra hour fee coefficient  | <b>0,836</b>              | <b>0,860</b>               |
| 012150 b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher                       | 3 245,33                  | 3 156,33                   |
| Extra hour fee coefficient  | <b>0,847</b>              | <b>0,871</b>               |
| 012145 c. A higher or lower university degree   | 2 780,09                  | 2 713,34                   |
| Extra hour fee coefficient  | <b>0,880</b>              | <b>0,902</b>               |
| 012139 d. Other than those mentioned above  | 2 361,95                  | 2 308,58                   |
| Extra hour fee coefficient  | <b>0,925</b>              | <b>0,948</b>               |

# LIBERAL ADULT EDUCATION AND BASIC EDUCATION IN THE ARTS

Statistical code

## FOLK HIGH SCHOOLS WITH AN ANNUAL WORKING TIME

| Principals (Section 12) |  | Cost-of-living category I | Cost-of-living category II |
|-------------------------|--|---------------------------|----------------------------|
| 021060                  | Folk high school principal within the total working time system  | 3 595,51 - 4 016,82       | 3 566,80 - 3 985,13        |
| 021061                  | Principal with a higher university degree or a principal having served as a principal or manager for at least five years | 3 715,30 - 4 191,89       | 3 686,11 - 4 158,75        |

## Vice principals (Section 14)

|        |  |  |  |
|--------|--|--|--|
| 021159 | The basic salary of a teacher acting as a vice/deputy principal is | Cost-of-living category I and II of the municipality |  |
|        | Initial salary   | 3 433,83   |  |
|        | After 3 years  | 3 640,20   |  |
|        | After 5 years  | 3 822,20   |  |
|        | After 7 years  | 4 013,33   |  |
|        | After 10 years   | 4 213,98   |  |
|        | After 15 years   | 4 466,82   |  |

## Teachers (Section 17)

|        |   |  |  |
|--------|---|--|--|
| 022657 | 1) higher university degree and a higher university of applied sciences | Cost-of-living category I and II of the municipality |  |
|        | Initial salary  | 3 233,33   |  |
|        | After 3 years   | 3 427,62   |  |
|        | After 5 years   | 3 599,02   |  |
|        | After 7 years   | 3 778,97   |  |
|        | After 10 years  | 3 967,92   |  |
|        | After 15 years  | 4 206,02   |  |
| 022656 | 2) a university degree or a responsible teacher                         | Cost-of-living category I and II of the municipality |  |
|        | Initial salary  | 3 159,38   |  |
|        | After 3 years   | 3 349,25   |  |
|        | After 5 years   | 3 516,72   |  |
|        | After 7 years   | 3 692,58   |  |
|        | After 10 years  | 3 877,19   |  |
|        | After 15 years  | 4 109,82   |  |
| 022653 | 3) other degree   | Cost-of-living category I and II of the municipality |  |
|        | Initial salary  | 2 748,73   |  |
|        | After 3 years   | 2 913,91   |  |
|        | After 5 years   | 3 059,60   |  |
|        | After 7 years   | 3 212,57   |  |
|        | After 10 years  | 3 373,21   |  |
|        | After 15 years  | 3 575,59   |  |

## ADULT EDUCATION CENTRES

| Principals (Section 19) |  | Cost-of-living category I | Cost-of-living category II |
|-------------------------|--|---------------------------|----------------------------|
| 021060                  | Adult education centre principal   | 3 476,08 - 3 883,38       | 3 380,09 - 3 776,49        |
| 021061                  | Principal with a higher university degree or a principal having served as a principal or manager for at least five years | 3 591,91 - 4 052,65       | 3 493,13 - 3 941,04        |
| 021159                  | Vice principal within the total wage system  | 3 441,89 - 3 547,26       | 3 347,50 - 3 449,30        |

## Teachers (Section 25)

|        |  | Cost-of-living category I | Cost-of-living category II |
|--------|--|---------------------------|----------------------------|
| 022650 | 1) higher university degree  | 2 743,22                  | 2 668,00                   |
| 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 | 2 373,78                  | 2 316,83                   |

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

| <b>Hourly teacher's hourly fees:</b> |   | Cost-of-living<br>category I | Cost-of-living<br>category II |
|--------------------------------------|---|------------------------------|-------------------------------|
| 022942                               | Hourly teachers with a higher university degree or higher university of applied sciences degree   | 29,90                        | 29,20                         |
| 022939                               | Hourly teacher with a university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering | 28,38                        | 27,70                         |
| 022937                               | Other hourly teacher  | 27,53                        | 26,92                         |

| <b>Hourly fees for hourly teachers at study centres:</b> |   | Cost-of-living<br>category I | Cost-of-living<br>category II |
|--|---|------------------------------|-------------------------------|
| 022961   | Hourly teachers with a higher university degree or higher university of applied sciences degree   | 29,38                        | 28,65                         |
| 022958   | Hourly teacher with a university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering | 27,96                        | 27,31                         |
| 022956   | Other hourly teacher  | 27,21                        | 26,60                         |

| <b>Hourly teacher's hourly fees including qualification supplement :</b> |   | Cost-of-living<br>category I | Cost-of-living<br>category II |
|--|---|------------------------------|-------------------------------|
| 022946   | Hourly teachers with a higher university degree or higher university of applied sciences degree   | 32,59                        | 31,83                         |
| 022943   | Hourly teacher with a university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering | 30,93                        | 30,19                         |
| 022941   | Other hourly teacher  | 30,01                        | 29,34                         |

| <b>Hourly fees including qualification supplement for hourly teachers at study centres:</b> |   | Cost-of-living<br>category I | Cost-of-living<br>category II |
|---|---|------------------------------|-------------------------------|
| 022965  | Hourly teachers with a higher university degree or higher university of applied sciences degree   | 31,88                        | 31,09                         |
| 022962  | Hourly teacher with a university degree, university of applied sciences degree, or a degree in physical education, visual arts, music, home economics, cottage industry, handicrafts or polytechnic engineering | 30,34                        | 29,63                         |
| 022960  | Other hourly teacher  | 29,52                        | 28,86                         |

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

|        |                | Cost-of-living category I | Cost-of-living category II |
|--------|----------------|---------------------------|----------------------------|
| 031065 | Principal      | 4 240,41 - 4 843,01       | 4 123,65 - 4 709,59        |
| 031162 | Vice principal | 3 679,08 - 4 164,57       | 3 578,08 - 4 049,89        |

**1a. Teacher (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 II |
|        | Initial salary | 3 608,05 - 3 962,82       | 3 508,33 - 3 853,92        |
|        | After 3 years  | 3 823,56 - 4 199,64       | 3 717,86 - 4 084,21        |
|        | After 5 years  | 4 013,64 - 4 408,52       | 3 902,66 - 4 287,34        |
|        | After 8 years  | 4 213,24 - 4 627,86       | 4 096,70 - 4 500,61        |
|        | After 13 years | 4 464,70 - 4 904,24       | 4 341,18 - 4 769,32        |
|        | After 20 years | 4 686,42 - 5 147,87       | 4 556,74 - 5 006,25        |

032755/  
032855 b. University degree

|  |                |                           |                            |
|--|----------------|---------------------------|----------------------------|
|  |                | Cost-of-living category I | Cost-of-living category II |
|  | Initial salary | 3 443,47 - 3 716,17       | 3 349,48 - 3 614,33        |
|  | After 3 years  | 3 649,09 - 3 938,17       | 3 549,47 - 3 830,23        |
|  | After 5 years  | 3 830,45 - 4 133,99       | 3 725,85 - 4 020,64        |
|  | After 8 years  | 4 020,88 - 4 339,59       | 3 911,05 - 4 220,60        |
|  | After 13 years | 4 260,81 - 4 598,67       | 4 144,40 - 4 472,51        |
|  | After 20 years | 4 472,35 - 4 827,06       | 4 350,12 - 4 694,60        |

032751/  
032851 c. Other degree

|  |                |                           |                            |
|--|----------------|---------------------------|----------------------------|
|  |                | Cost-of-living category I | Cost-of-living category II |
|  | Initial salary | 2 911,54 - 3 150,03       | 2 831,88 - 3 064,17        |
|  | After 3 years  | 3 085,20 - 3 338,01       | 3 000,77 - 3 247,00        |
|  | After 5 years  | 3 238,38 - 3 503,84       | 3 149,68 - 3 408,25        |
|  | After 8 years  | 3 399,19 - 3 677,94       | 3 306,09 - 3 577,58        |
|  | After 13 years | 3 601,84 - 3 897,29       | 3 503,16 - 3 790,91        |
|  | After 20 years | 3 780,48 - 4 090,69       | 3 676,87 - 3 979,01        |

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

032758/ a. A higher university degree or a higher university of applied sciences

|        |                |                           |                            |
|--------|----------------|---------------------------|----------------------------|
| 032858 | degree         | Cost-of-living category I | Cost-of-living category II |
|        | Initial salary | 3 716,17 - 4 026,03       | 3 614,33 - 3 915,93        |
|        | After 3 years  | 3 938,17 - 4 266,66       | 3 830,23 - 4 149,96        |
|        | After 5 years  | 4 133,99 - 4 478,87       | 4 020,64 - 4 356,34        |
|        | After 8 years  | 4 339,59 - 4 701,74       | 4 220,60 - 4 573,08        |
|        | After 13 years | 4 598,67 - 4 982,51       | 4 472,51 - 4 846,15        |
|        | After 20 years | 4 827,06 - 5 230,09       | 4 694,60 - 5 086,88        |

032756/  
032856 b. University degree

|  |                |                           |                            |
|--|----------------|---------------------------|----------------------------|
|  |                | Cost-of-living category I | Cost-of-living category II |
|  | Initial salary | 3 522,59 - 3 826,68       | 3 426,63 - 3 722,33        |
|  | After 3 years  | 3 732,99 - 4 055,33       | 3 631,25 - 3 944,73        |
|  | After 5 years  | 3 918,53 - 4 257,02       | 3 811,72 - 4 140,86        |
|  | After 8 years  | 4 113,37 - 4 468,76       | 4 001,20 - 4 346,81        |
|  | After 13 years | 4 358,85 - 4 735,57       | 4 239,95 - 4 606,30        |
|  | After 20 years | 4 575,28 - 4 970,82       | 4 450,45 - 4 835,08        |

032752/  
032852 c. Other degree

|  |                |                           |                            |
|--|----------------|---------------------------|----------------------------|
|  |                | Cost-of-living category I | Cost-of-living category II |
|  | Initial salary | 2 984,76 - 3 443,47       | 2 903,13 - 3 349,48        |
|  | After 3 years  | 3 162,83 - 3 649,09       | 3 076,29 - 3 549,47        |
|  | After 5 years  | 3 319,89 - 3 830,45       | 3 228,99 - 3 725,85        |
|  | After 8 years  | 3 484,76 - 4 020,88       | 3 389,35 - 3 911,05        |
|  | After 13 years | 3 692,54 - 4 260,81       | 3 591,41 - 4 144,40        |
|  | After 20 years | 3 875,70 - 4 472,35       | 3 769,53 - 4 350,12        |

| <b>Hourly teachers' hourly fees (Section 10)</b> |  | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 032943   | a. hourly teachers with a higher university degree | 30,83                     | 30,11                      |
| 032940   | b. hourly teachers with a university degree        | 29,18                     | 28,50                      |
| 032938   | c. other hourly teacher                            | 28,26                     | 27,62                      |

| <b>Qualification supplement (Section 11)</b> |  | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 032947                                       | a. hourly teachers with a higher university degree | 32,37                     | 31,62                      |
| 032944                                       | b. hourly teachers with a university degree        | 30,64                     | 29,93                      |
| 032942                                       | c. other hourly teacher                            | 29,67                     | 29,00                      |

## MUSIC SCHOOLS

| <b>Principals (Section 1)</b> |                               | Cost-of-living category I | Cost-of-living category II |
|-------------------------------|-------------------------------|---------------------------|----------------------------|
| 041061                        | a. A higher university degree | 3 845,48 - 4 711,78       | 3 739,75 - 4 581,70        |
| 041060                        | b. Other degree               | 3 721,50 - 4 522,64       | 3 618,72 - 4 398,11        |

| <b>Vice principals (Section 1)</b> |                               | Cost-of-living category I | Cost-of-living category II |
|------------------------------------|-------------------------------|---------------------------|----------------------------|
| 041159                             | a. A higher university degree | 3 528,71 - 4 083,21       | 3 431,96 - 3 970,80        |
| 041158                             | b. Other degree               | 3 426,20 - 3 923,96       | 3 331,78 - 3 816,25        |

## Teachers (Section 4)

| <b>Conservatory</b> |  | Cost-of-living category I | Cost-of-living category II |
|---------------------|--|---------------------------|----------------------------|
| 043152              | A. Principal teacher                   | 2 956,31 - 3 153,86       | 2 874,82 - 3 067,29        |
| 043249              | b. Lecturer - higher university degree | 2 726,17 - 2 888,74       | 2 653,08 - 2 809,08        |
| 043248              | c. Lecturer                            | 2 537,46 - 2 788,96       | 2 471,66 - 2 741,06        |
|                     | d. Teachers of general subjects        |                           |                            |
| 043346              | - higher university degree             | 2 420,71 - 2 537,46       | 2 361,09 - 2 471,66        |
| 043341              | - lower university degree              | 2 192,90 - 2 274,20       | 2 143,11 - 2 222,30        |

| <b>Basic teaching of music</b> |   | Cost-of-living category I | Cost-of-living category II |
|--------------------------------|---|---------------------------|----------------------------|
| 043449                         | a. A higher university degree   | 2 726,17 - 2 888,74       | 2 653,08 - 2 809,08        |
| 043448                         | b. Sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer | 2 537,46 - 2 788,96       | 2 471,66 - 2 712,52        |
| 043444                         | c. Other suitable degree  | 2 319,77 - 2 420,71       | 2 265,10 - 2 361,09        |

| <b>Full-time hourly teachers (Section 13)</b> |  | Cost-of-living category I | Cost-of-living category II |
|---|--|---------------------------|----------------------------|
| 042543  | a. A higher university degree  | 2 314,38 - 2 411,30       | 2 261,56 - 2 353,45        |
| 042542  | b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer | 2 267,04 - 2 356,03       | 2 215,29 - 2 300,56        |
| 042539  | c. Other suitable degree   | 2 153,91 - 2 226,29       | 2 105,35 - 2 175,76        |
|   | d. General subjects  |                           |                            |
| 042543  | - higher university degree   | 2 314,38 - 2 411,30       | 2 261,56 - 2 353,45        |
| 042538  | - university degree  | 2 123,96 - 2 190,26       | 2 076,31 - 2 140,43        |

| <b>Part-time hourly teachers (Section 15)</b> |   | per hour | monthly fee |
|---|---|----------|-------------|
| a.  | A higher university degree  | 30,23    | 88,25       |
| b.  | A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer | 29,70    | 86,63       |
| c.  | Other suitable degree   | 25,93    | 75,63       |
| General subjects                              |   | per hour | monthly fee |
| a.  | A higher university degree  |          |             |
|   | - teaching obligation coefficient 20 h/week - languages, mathematics  | 33,30    | 97,05       |
|   | - teaching obligation coefficient 25 h/week - sports  | 26,63    | 77,64       |
|   | - teaching obligation coefficient 21 h/week - other subjects  | 31,71    | 92,42       |
| b.  | University degree   |          |             |
|   | - teaching obligation coefficient 20 h/week - languages, mathematics  | 30,65    | 89,43       |
|   | - teaching obligation coefficient 25 h/week - sports  | 24,52    | 71,53       |
|   | - teaching obligation coefficient 21 h/week - other subjects  | 29,19    | 85,14       |

**VISUAL ARTS AND MULTIDISCIPLINARY ARTS SCHOOL**

| <b>Principals (Section 1)</b> |           | Cost-of-living category I | Cost-of-living category II |
|-------------------------------|-----------|---------------------------|----------------------------|
| 051054                        | Principal | 2 883,43 - 3 632,58       | 2 804,28 - 3 532,25        |

| <b>Teachers (Section 4)</b> |   | Cost-of-living category I | Cost-of-living category II |
|-----------------------------|---|---------------------------|----------------------------|
| 053442                      | 1) Teacher  | 2 223,76 - 2 529,04       | 2 172,94 - 2 463,51        |
| 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. | 2 312,11 - 2 662,58       | 2 257,28 - 2 589,61        |

**Teacher acting as school manager (Section 7)**

|   |        |
|---|--------|
| Less than 1000 lessons taught during the previous academic year | 106,20 |
| 1001-2000 lessons taught during the previous academic year      | 165,17 |
| 2000+ lessons taught during the previous academic year          | 224,18 |

**Hourly teachers (Section 9)**

|             |               |
|-------------|---------------|
| Hourly fees | 28,37 - 34,21 |
|-------------|---------------|

**VOCATIONAL TRAINING SCHOOLS**

Statistical code

**VOCATIONAL TRAINING SCHOOLS - ANNUAL WORKING TIME**

| <b>Vice principals (Section 2)</b> |                | Cost-of-living category I | Cost-of-living category II |
|------------------------------------|----------------|---------------------------|----------------------------|
| 061460                             | Vice principal | 3 618,60                  | 3 519,14                   |

**Teachers (Section 5)**

| <b>Lecturer</b> |  | Cost-of-living category I | Cost-of-living category II |
|-----------------|--|---------------------------|----------------------------|
| 068758 / 068858 | An applicable higher university degree or a higher university of applied sciences degree | 3 472,08                  | 3 385,28                   |
| 068756 / 068856 | An applicable university degree, engineer, construction architect                        | 3 151,31                  | 3 072,51                   |
| 068754 / 068854 | Applicable post-secondary-level degree   | 2 856,62                  | 2 785,21                   |
| 068752 / 068852 | Applicable other degree or training  | 2 530,21                  | 2 466,96                   |

**Hourly teachers (Section 14)**

|        |                      | Cost-of-living category I | Cost-of-living category II |
|--------|----------------------|---------------------------|----------------------------|
| 067938 | Hourly teacher's fee | 20,24                     | 19,74                      |



## 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                                       | 4 040,89          | 3 627,40 |
| After 5 years  | 4 361,36          | 3 911,05 |
| After 10 years                                       | 4 854,00          | 4 296,39 |
| After 15 years                                       | 5 448,50          | 4 838,54 |
| After 20 years                                       | 5 731,90          | 5 050,83 |

### 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    |

### Hourly teachers (Section 10)

|        |  |       |
|--------|--|-------|
| 114505 | Hourly teacher's fee                                   | 27,21 |
| 114502 | Hourly teacher's fee including availability supplement | 34,74 |

### TEACHING PERSONNEL SUPPLEMENTS AND FEE (SECTION 6)

#### Language supplement (Section 7)

|   |       |
|---|-------|
| - good oral skills                              | 20,55 |
| - good oral and written skills                  | 26,36 |
| - perfect competence in both national languages | 41,03 |

#### Language skill supplement (Section 8)

|                      |       |
|----------------------|-------|
| - basic level        | 20,55 |
| - intermediate level | 41,03 |
| - highest level      | 79,82 |

#### Fee for arranging examinations (Section 12)

|                                  |       |
|----------------------------------|-------|
| Fee for a private student (full) | 33,68 |
|----------------------------------|-------|

#### Shop steward compensation (Section 20)

|                                  |        |
|----------------------------------|--------|
| under 19 individuals represented | 70,23  |
| 20-59 individuals represented    | 88,34  |
| 60-129 individuals represented   | 103,09 |
| 130-159 individuals represented  | 103,09 |
| 160+ individuals represented     | 115,53 |

#### Labour protection delegate's fee (Section 21)

|                                 |       |
|---------------------------------|-------|
| 10-100 individuals represented  | 37,38 |
| 101-200 individuals represented | 48,70 |
| 201+ individuals represented    | 66,83 |