

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

From 1 September 2024 onwards

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) | 4 375,15 - 5 208,65 | 4 254,67 - 5 065,19 |
| 011065 | Upper secondary school principal (Section 3) | 4 560,56 - 5 720,01 | 4 434,99 - 5 562,63 |

| | | Cost-of-living category I | Cost-of-living category II |
|--------|---------------------------|---------------------------|----------------------------|
| 011261 | Manager (Section 8) | 3 812,19 | 3 707,37 |
| 011259 | Manager (Section 10) | 3 561,85 | 3 464,18 |
| 011154 | Vice-manager (Section 10) | 2 928,45 | 2 848,03 |

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 | 3 473,31 | 3 377,54 |
| | Extra hour fee coefficient | 0,836 | 0,860 |
| 012150 | b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher | 3 339,44 | 3 247,86 |
| | Extra hour fee coefficient | 0,847 | 0,871 |
| 012145 | c. A higher or lower university degree | 2 860,71 | 2 792,03 |
| | Extra hour fee coefficient | 0,880 | 0,902 |
| 012139 | d. Other than those mentioned above | 2 430,45 | 2 375,53 |
| | Extra hour fee coefficient | 0,925 | 0,948 |

| 2. Lecturer (elementary school) | | Cost-of-living category I | Cost-of-living category II |
|---------------------------------|---|---------------------------|----------------------------|
| 012249 | a. A higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer | 3 235,61 | 3 148,88 |
| | Extra hour fee coefficient | 0,854 | 0,877 |
| 012248 | b. Qualifications of a comprehensive school teacher or the older qualifications of a comprehensive/upper secondary school teacher | 3 098,75 | 3 018,44 |
| | Extra hour fee coefficient | 0,868 | 0,891 |
| 012244 | c. A higher university degree | 2 713,98 | 2 649,61 |
| | Extra hour fee coefficient | 0,909 | 0,930 |
| 012242 | d. A lower university degree | 2 588,15 | 2 526,88 |
| | Extra hour fee coefficient | 0,916 | 0,938 |
| 012239 | e. Other than those mentioned above | 2 430,45 | 2 375,53 |
| | Extra hour fee coefficient | 0,925 | 0,948 |

| 3. and 4. Special needs and special class teachers | | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 012349/ 012649 | a. A higher university degree and the qualifications of a special needs or class teacher | 3 235,61 | 3 148,88 |
| | Extra hour fee coefficient | 0,854 | 0,877 |
| 012348/ 012648 | b. A lower university degree and the qualifications of a special needs or class teacher | 3 098,75 | 3 018,44 |
| | Extra hour fee coefficient | 0,868 | 0,891 |
| 012347/ 012647 | c. Qualifications of a special needs or class teacher or a higher university degree and the qualifications of a comprehensive/upper secondary school | 3 028,12 | 2 952,21 |
| | Extra hour fee coefficient | 0,868 | 0,890 |

| | | | |
|-------------------|--|----------|----------|
| 012346/ 012646 | d. Qualifications of a comprehensive/upper secondary school teacher | 2 925,30 | 2 853,28 |
| | Extra hour fee coefficient | 0,879 | 0,902 |
| 012344/ 012644 | e. A teacher for the most severely intellectually disabled with a suitable post-secondary level degree and 35 study weeks of specialised studies | 2 713,98 | 2 649,61 |
| | Extra hour fee coefficient | 0,917 | 0,939 |
| 012341/ 012641 | f. A teacher other than those mentioned above or a teacher for the most severely intellectually disabled with a suitable post-secondary level | 2 538,64 | 2 478,89 |
| | Extra hour fee coefficient | 0,909 | 0,930 |

| | | Cost-of-living category I | Cost-of-living category II |
|-------------------------|--|---------------------------|----------------------------|
| 5. Class teacher | | | |
| 012449 | a. A higher university degree, qualification of a subject teacher and the qualifications of a comprehensive/upper secondary school teacher | 3 235,61 | 3 148,88 |
| | Extra hour fee coefficient | 0,843 | 0,866 |
| 012448 | b. Qualifications of a subject teacher and a comprehensive/upper secondary school teacher | 3 098,75 | 3 018,44 |
| | Extra hour fee coefficient | 0,857 | 0,880 |
| 012446 | c. Qualifications of a comprehensive/upper secondary school teacher | 2 925,30 | 2 853,28 |
| | Extra hour fee coefficient | 0,868 | 0,890 |
| 012435 | d. Other than those mentioned above | 2 268,10 | 2 217,64 |
| | Extra hour fee coefficient | 0,930 | 0,953 |

| | | Cost-of-living category I | Cost-of-living category II |
|---|--|---------------------------|----------------------------|
| 6. and 7. Guidance counselling lecturer (Section 13) | | | |
| 015156/ 015256 | a. Guidance counselling competence, a higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer | 3 504,16 | 3 408,09 |
| 015155/ 015255 | b. Guidance counselling competence, qualifications of a comprehensive/upper secondary school teacher | 3 403,34 | 3 309,83 |
| 015143/ 015243 | c. Guidance counselling competence, other than those mentioned above | 2 382,71 | 2 328,36 |

SUPPLEMENTS AND FEES

Reform school managers and school managers (Section 8)

| | |
|----------|-------|
| Weekday | 14,54 |
| Saturday | 29,34 |
| Sunday | 43,89 |

| | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| School-specific additional duties (Section 20) | | |
| Number of pupils less than 200 | 395,95 | 385,33 |
| Number of pupils 201-400 | 660,38 | 642,24 |
| Number of pupils 401-600 | 923,33 | 899,14 |
| Number of pupils 601-800 | 1 187,77 | 1 156,04 |
| Number of pupils 801-1000 | 1 452,22 | 1 412,95 |
| Number of pupils 1001+ | 1 583,70 | 1 541,40 |

| | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| Procurement and management duties in skills-based and arts subjects (Section 21) | | |
| Less than 9 comprehensive teaching groups | 415,07 | 403,74 |
| 9 or more comprehensive teaching groups | 622,59 | 603,72 |

| | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| Duties included in the teaching obligation in upper secondary schools (Section 23) | | |
| Upper secondary school resource fee | 149,74 | |
| Tutor's fee | 155,74 | |

| | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| Duties included in the teaching obligation in comprehensive schools (Section 24) | | |
| Tutor's duties | 130,54 | |
| Examining private pupils and the progress of compulsory education | 39,96 | |

| | Cost-of-living category I | Cost-of-living category II |
|---|---------------------------|----------------------------|
| 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 | 44,70 | |

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 | 4 560,56 - 5 720,01 | 4 434,99 - 5 562,63 |

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 | 3 473,31 | 3 377,54 |
| | Extra hour fee coefficient | 0,836 | 0,860 |
| 012150 | b. Qualifications of a comprehensive school teacher or the older qualifications of an upper secondary school teacher | 3 339,44 | 3 247,86 |
| | Extra hour fee coefficient | 0,847 | 0,871 |
| 012145 | c. A higher or lower university degree | 2 860,71 | 2 792,03 |
| | Extra hour fee coefficient | 0,880 | 0,902 |
| 012139 | d. Other than those mentioned above | 2 430,45 | 2 375,53 |
| | Extra hour fee coefficient | 0,925 | 0,948 |

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 | 3 685,40 - 4 117,24 | 3 655,97 - 4 084,76 |
| 021061 | Principal with a higher university degree or a principal having served as a principal or manager for at least five years | 3 808,18 - 4 296,69 | 3 778,26 - 4 262,72 |

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 | 3 519,68 |
| | After 3 years | 3 731,21 |
| | After 5 years | 3 917,76 |
| | After 7 years | 4 113,66 |
| | After 10 years | 4 319,33 |
| | After 15 years | 4 578,49 |

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 | 3 314,16 |
| | After 3 years | 3 513,31 |
| | After 5 years | 3 689,00 |
| | After 7 years | 3 873,44 |
| | After 10 years | 4 067,12 |
| | After 15 years | 4 311,17 |
| 022656 | 2) a university degree or a responsible teacher | Cost-of-living category I and II of the municipality |
| | Initial salary | 3 238,36 |
| | After 3 years | 3 432,98 |
| | After 5 years | 3 604,64 |
| | After 7 years | 3 784,89 |
| | After 10 years | 3 974,12 |
| | After 15 years | 4 212,57 |
| 022653 | 3) other degree | Cost-of-living category I and II of the municipality |
| | Initial salary | 2 817,45 |
| | After 3 years | 2 986,76 |
| | After 5 years | 3 136,09 |
| | After 7 years | 3 292,88 |
| | After 10 years | 3 457,54 |
| | After 15 years | 3 664,98 |

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

| | | Cost-of-living category I | Cost-of-living category II |
|--------|--|---------------------------|----------------------------|
| 021060 | Adult education centre principal | 3 562,98 - 3 980,46 | 3 464,59 - 3 870,90 |
| 021061 | Principal with a higher university degree or a principal having served as a principal or manager for at least five years | 3 681,71 - 4 153,97 | 3 580,46 - 4 039,57 |
| 021159 | Vice principal within the total wage system | 3 527,94 - 3 635,94 | 3 431,19 - 3 535,53 |

Teachers (Section 25)

| | | Cost-of-living category I | Cost-of-living category II |
|--------|--|---------------------------|----------------------------|
| 022650 | 1) higher university degree | 2 811,80 | 2 734,70 |
| 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 | 2 433,12 | 2 374,75 |

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

| | | Cost-of-living category I | Cost-of-living category II |
|--------|---|---------------------------|----------------------------|
| 022942 | Hourly teachers with a higher university degree or higher university of applied sciences degree | 30,65 | 29,93 |
| 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 | 29,09 | 28,39 |
| 022937 | Other hourly teacher | 28,22 | 27,59 |

Hourly fees for hourly teachers at study centres:

| | | Cost-of-living category I | Cost-of-living category II |
|--------|---|---------------------------|----------------------------|
| 022961 | Hourly teachers with a higher university degree or higher university of applied sciences degree | 30,11 | 29,37 |
| 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 | 28,66 | 27,99 |
| 022956 | Other hourly teacher | 27,89 | 27,27 |

Hourly teacher's hourly fees including qualification supplement :

| | | Cost-of-living category I | Cost-of-living category II |
|--------|---|---------------------------|----------------------------|
| 022946 | Hourly teachers with a higher university degree or higher university of applied sciences degree | 33,41 | 32,62 |
| 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 | 31,71 | 30,95 |
| 022941 | Other hourly teacher | 30,76 | 30,07 |

Hourly fees including qualification supplement for hourly teachers at study centres:

| | | Cost-of-living category I | Cost-of-living category II |
|--------|---|---------------------------|----------------------------|
| 022965 | Hourly teachers with a higher university degree or higher university of applied sciences degree | 32,67 | 31,87 |
| 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 | 31,10 | 30,37 |
| 022960 | Other hourly teacher | 30,26 | 29,59 |

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

| | | Cost-of-living category I | Cost-of-living category II |
|--------|----------------|---------------------------|----------------------------|
| 031065 | Principal | 4 346,42 - 4 964,09 | 4 226,74 - 4 827,33 |
| 031162 | Vice principal | 3 771,06 - 4 268,68 | 3 667,53 - 4 151,14 |

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

| | | | |
|-------------------|---|---------------------------|----------------------------|
| 032757/ 032857 | a. A higher university degree or a higher university of applied sciences degree | Cost-of-living category I | Cost-of-living category II |
| | Initial salary | 3 698,25 - 4 061,89 | 3 596,04 - 3 950,27 |
| | After 3 years | 3 919,15 - 4 304,63 | 3 810,81 - 4 186,32 |
| | After 5 years | 4 113,98 - 4 518,73 | 4 000,23 - 4 394,52 |
| | After 8 years | 4 318,57 - 4 743,56 | 4 199,12 - 4 613,13 |
| | After 13 years | 4 576,32 - 5 026,85 | 4 449,71 - 4 888,55 |
| | After 20 years | 4 803,58 - 5 276,57 | 4 670,66 - 5 131,41 |
| 032755/ 032855 | b. University degree | Cost-of-living category I | Cost-of-living category II |
| | Initial salary | 3 529,56 - 3 809,07 | 3 433,22 - 3 704,69 |
| | After 3 years | 3 740,32 - 4 036,62 | 3 638,21 - 3 925,99 |
| | After 5 years | 3 926,21 - 4 237,34 | 3 819,00 - 4 121,16 |
| | After 8 years | 4 121,40 - 4 448,08 | 4 008,83 - 4 326,12 |
| | After 13 years | 4 367,33 - 4 713,64 | 4 248,01 - 4 584,32 |
| | After 20 years | 4 584,16 - 4 947,74 | 4 458,87 - 4 811,97 |
| 032751/ 032851 | c. Other degree | Cost-of-living category I | Cost-of-living category II |
| | Initial salary | 2 984,33 - 3 228,78 | 2 902,68 - 3 140,77 |
| | After 3 years | 3 162,33 - 3 421,46 | 3 075,79 - 3 328,18 |
| | After 5 years | 3 319,34 - 3 591,44 | 3 228,42 - 3 493,46 |
| | After 8 years | 3 484,17 - 3 769,89 | 3 388,74 - 3 667,02 |
| | After 13 years | 3 691,89 - 3 994,72 | 3 590,74 - 3 885,68 |
| | After 20 years | 3 874,99 - 4 192,96 | 3 768,79 - 4 078,49 |

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

| | | | |
|-------------------|---|---------------------------|----------------------------|
| 032758/ 032858 | a. A higher university degree or a higher university of applied sciences degree | Cost-of-living category I | Cost-of-living category II |
| | Initial salary | 3 809,07 - 4 126,68 | 3 704,69 - 4 013,83 |
| | After 3 years | 4 036,62 - 4 373,33 | 3 925,99 - 4 253,71 |
| | After 5 years | 4 237,34 - 4 590,84 | 4 121,16 - 4 465,25 |
| | After 8 years | 4 448,08 - 4 819,28 | 4 326,12 - 4 687,41 |
| | After 13 years | 4 713,64 - 5 107,07 | 4 584,32 - 4 967,30 |
| | After 20 years | 4 947,74 - 5 360,84 | 4 811,97 - 5 214,05 |
| 032756/ 032856 | b. University degree | Cost-of-living category I | Cost-of-living category II |
| | Initial salary | 3 610,65 - 3 922,35 | 3 512,30 - 3 815,39 |
| | After 3 years | 3 826,31 - 4 156,71 | 3 722,03 - 4 043,35 |
| | After 5 years | 4 016,49 - 4 363,45 | 3 907,01 - 4 244,38 |
| | After 8 years | 4 216,20 - 4 580,48 | 4 101,23 - 4 455,48 |
| | After 13 years | 4 467,82 - 4 853,96 | 4 345,95 - 4 721,46 |
| | After 20 years | 4 689,66 - 5 095,09 | 4 561,71 - 4 955,96 |
| 032752/ 032852 | c. Other degree | Cost-of-living category I | Cost-of-living category II |
| | Initial salary | 3 059,38 - 3 529,56 | 2 975,71 - 3 433,22 |
| | After 3 years | 3 241,90 - 3 740,32 | 3 153,20 - 3 638,21 |
| | After 5 years | 3 402,89 - 3 926,21 | 3 309,71 - 3 819,00 |
| | After 8 years | 3 571,88 - 4 121,40 | 3 474,08 - 4 008,83 |
| | After 13 years | 3 784,85 - 4 367,33 | 3 681,20 - 4 248,01 |
| | After 20 years | 3 972,59 - 4 584,16 | 3 863,77 - 4 458,87 |

| Hourly teachers' hourly fees (Section 10) | | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 032943 | a. hourly teachers with a higher university degree | 31,60 | 30,86 |
| 032940 | b. hourly teachers with a university degree | 29,91 | 29,21 |
| 032938 | c. other hourly teacher | 28,97 | 28,31 |

| Qualification supplement (Section 11) | | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 032947 | a. hourly teachers with a higher university degree | 33,18 | 32,40 |
| 032944 | b. hourly teachers with a university degree | 31,41 | 30,67 |
| 032942 | c. other hourly teacher | 30,42 | 29,73 |

MUSIC SCHOOLS

| Principals (Section 1) | | Cost-of-living category I | Cost-of-living category II |
|-------------------------------|-------------------------------|---------------------------|----------------------------|
| 041061 | a. A higher university degree | 3 945,46 - 4 834,29 | 3 836,98 - 4 700,82 |
| 041060 | b. Other degree | 3 818,26 - 4 640,23 | 3 712,81 - 4 512,46 |

| Vice principals (Section 1) | | Cost-of-living category I | Cost-of-living category II |
|------------------------------------|-------------------------------|---------------------------|----------------------------|
| 041159 | a. A higher university degree | 3 620,46 - 4 189,37 | 3 521,19 - 4 074,04 |
| 041158 | b. Other degree | 3 515,28 - 4 025,98 | 3 418,41 - 3 915,47 |

Teachers (Section 4)

| Conservatory | | Cost-of-living category I | Cost-of-living category II |
|---------------------|--|---------------------------|----------------------------|
| 043152 | A. Principal teacher | 3 033,17 - 3 235,86 | 2 949,57 - 3 147,04 |
| 043249 | b. Lecturer - higher university degree | 2 797,05 - 2 963,85 | 2 722,06 - 2 882,12 |
| 043248 | c. Lecturer | 2 603,43 - 2 861,47 | 2 535,92 - 2 812,33 |
| | d. Teachers of general subjects | | |
| 043346 | - higher university degree | 2 483,65 - 2 603,43 | 2 422,48 - 2 535,92 |
| 043341 | - lower university degree | 2 249,92 - 2 333,33 | 2 198,83 - 2 280,08 |

| Basic teaching of music | | Cost-of-living category I | Cost-of-living category II |
|--------------------------------|---|---------------------------|----------------------------|
| 043449 | a. A higher university degree | 2 797,05 - 2 963,85 | 2 722,06 - 2 882,12 |
| 043448 | b. Sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer | 2 603,43 - 2 861,47 | 2 535,92 - 2 783,05 |
| 043444 | c. Other suitable degree | 2 380,08 - 2 483,65 | 2 323,99 - 2 422,48 |

| Full-time hourly teachers (Section 13) | | Cost-of-living category I | Cost-of-living category II |
|---|--|---------------------------|----------------------------|
| 042543 | a. A higher university degree | 2 389,13 - 2 489,18 | 2 334,61 - 2 429,47 |
| 042542 | b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer | 2 325,98 - 2 417,29 | 2 272,89 - 2 360,37 |
| 042539 | c. Other suitable degree | 2 209,91 - 2 284,17 | 2 160,09 - 2 232,33 |
| | d. General subjects | | |
| 042540 | - higher university degree | 2 389,13 - 2 489,18 | 2 334,61 - 2 429,47 |
| 042538 | - university degree | 2 179,18 - 2 247,21 | 2 130,29 - 2 196,08 |

| Hourly fees of other work for full-time hourly teachers | | Cost-of-living category I | Cost-of-living category II |
|--|--|---------------------------|----------------------------|
| 042543 | a. A higher university degree | 24,82 | 24,26 |
| 042542 | b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer | 24,17 | 23,61 |
| 042539 | c. Other suitable degree | 21,05 | 20,57 |
| | d. General subjects | | |
| 042540 | - higher university degree | 26,00 | 25,41 |
| 042538 | - university degree | 23,72 | 23,19 |

| Part-time hourly teachers (Section 15) | | per hour | monthly fee |
|--|--|----------|-------------|
| a. A higher university degree | | 31,02 | 90,54 |
| b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer | | 30,47 | 88,88 |
| c. Other suitable degree | | 26,60 | 77,60 |
| General subjects | | per hour | monthly fee |
| a. A higher university degree | | | |
| - teaching obligation coefficient 20 h/week - languages, mathematics | | 34,17 | 99,57 |
| - teaching obligation coefficient 25 h/week - sports | | 27,32 | 79,66 |
| - teaching obligation coefficient 21 h/week - other subjects | | 32,53 | 94,82 |
| b. University degree | | | |
| - teaching obligation coefficient 20 h/week - languages, mathematics | | 31,45 | 91,76 |
| - teaching obligation coefficient 25 h/week - sports | | 25,16 | 73,39 |
| - teaching obligation coefficient 21 h/week - other subjects | | 29,95 | 87,35 |

VISUAL ARTS AND MULTIDISCIPLINARY ARTS SCHOOL

| Principals (Section 1) | | Cost-of-living category I | Cost-of-living category II |
|-------------------------------|-----------|---------------------------|----------------------------|
| 051054 | Principal | 2 955,52 - 3 723,39 | 2 874,39 - 3 620,56 |

| Teachers (Section 4) | | Cost-of-living category I | Cost-of-living category II |
|-----------------------------|---|---------------------------|----------------------------|
| 053442 | 1) Teacher | 2 279,35 - 2 592,27 | 2 227,26 - 2 525,10 |
| 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. | 2 369,91 - 2 729,14 | 2 313,71 - 2 654,35 |

Teacher acting as school manager (Section 7)

| | |
|---|--------|
| Less than 1000 lessons taught during the previous academic year | 108,86 |
| 1001-2000 lessons taught during the previous academic year | 169,30 |
| 2000+ lessons taught during the previous academic year | 229,78 |

Hourly teachers (Section 9)

| | |
|-------------|---------------|
| Hourly fees | 29,08 - 35,07 |
|-------------|---------------|

VOCATIONAL TRAINING SCHOOLS

Statistical code

VOCATIONAL TRAINING SCHOOLS - ANNUAL WORKING TIME

| | Cost-of-living category I | Cost-of-living category II |
|------------------------------------|------------------------------|-------------------------------|
| Vice principals (Section 2) | | |
| 061460 Vice principal | 3 709,07 | 3 607,12 |

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 | 3 558,88 | 3 469,91 |
| 068756 / 068856 An applicable university degree, engineer, construction architect | 3 230,09 | 3 149,32 |
| 068754 / 068854 Applicable post-secondary-level degree | 2 928,04 | 2 854,84 |
| 068752 / 068852 Applicable other degree or training | 2 593,47 | 2 528,63 |

| | Cost-of-living category I | Cost-of-living category II |
|-------------------------------------|------------------------------|-------------------------------|
| Hourly teachers (Section 14) | | |
| 067938 Hourly teacher's fee | 20,75 | 20,23 |

TEACHING PERSONNEL SUPPLEMENTS AND FEE (SECTION 6)

| | |
|---|--------|
| Language supplement (Section 7) | |
| - good oral skills | 21,06 |
| - good oral and written skills | 27,02 |
| - perfect competence in both national languages | 42,06 |
| Language skill supplement (Section 8) | |
| - basic level | 21,06 |
| - intermediate level | 42,06 |
| - highest level | 81,82 |
| Fee for arranging examinations (Section 12) | |
| Fee for a private student (full) | 34,52 |
| Shop steward compensation (Section 20) | |
| under 19 individuals represented | 72,27 |
| 20-59 individuals represented | 90,90 |
| 60-129 individuals represented | 106,08 |
| 130-159 individuals represented | 106,08 |
| 160+ individuals represented | 118,88 |
| Labour protection delegate's fee (Section 21) | |
| 10-100 individuals represented | 38,46 |
| 101-200 individuals represented | 50,11 |
| 201+ individuals represented | 68,77 |