

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

From 1 July 2025 / 1 August 2025 onwards

TEACHING PERSONNEL

GENERAL EDUCATION (From 1 July 2025 onwards)

Statistical code

UPPER SECONDARY AND ELEMENTARY SCHOOL (From 1 July 2025 onwards)

Principals and managers

		Cost-of-living category I	Cost-of-living category II
011064.	Elementary school principal (Section 3)	4 484,53 - 5 338,87	4 361,04 - 5 191,82
011065	Upper secondary school principal (Section 3)	4 674,57 - 5 863,01	4 545,86 - 5 701,70
		Cost-of-living category I	Cost-of-living category II
011261	Manager (Section 8)	3 907,49	3 800,05
011259	Manager (Section 10)	3 650,90	3 550,78
011154	Vice-manager (Section 10)	3 001,66	2 919,23

Teachers (Section 11)

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

		Cost-of-living category I	Cost-of-living category II
1. Lecturer and guidance counsellor (upper secondary school)			
012151	A. A higher university degree and the qualifications of an upper secondary school teacher or the older qualifications of a senior lecturer	3 560,14	3 461,98
	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	3 422,93	3 329,06
	Extra hour fee coefficient	0,847	0,871
012145	c. A higher or lower university degree	2 932,23	2 861,83
	Extra hour fee coefficient	0,880	0,902
012139	d. Other than those mentioned above	2 491,21	2 434,92
	Extra hour fee coefficient	0,925	0,948
2. Lecturer (elementary school)			
012249	a. A higher university degree and the qualifications of a comprehensive/upper secondary school teacher or the older qualifications of a senior lecturer	3 316,50	3 227,60
	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	3 176,22	3 093,90
	Extra hour fee coefficient	0,868	0,891
012244	c. A higher university degree	2 781,83	2 715,85
	Extra hour fee coefficient	0,909	0,930
012242	d. A lower university degree	2 652,85	2 590,05
	Extra hour fee coefficient	0,916	0,938
012239	e. Other than those mentioned above	2 491,21	2 434,92
	Extra hour fee coefficient	0,925	0,948
3. and 4. Special needs and special class teachers			
012349/ 012649	a. A higher university degree and the qualifications of a special needs or class teacher	3 316,50	3 227,60
	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	3 176,22	3 093,90
	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	3 103,82	3 026,02
	Extra hour fee coefficient	0,868	0,890

012346/			
012646	d. Qualifications of a comprehensive/upper secondary school teacher	2 998,43	2 924,61
	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	2 781,83	2 715,85
	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	2 602,11	2 540,86
	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	3 316,50	3 227,60
	Extra hour fee coefficient	0,843	0,866
012448	b. Qualifications of a subject teacher and a comprehensive/upper secondary school teacher	3 176,22	3 093,90
	Extra hour fee coefficient	0,857	0,880
012446	c. Qualifications of a comprehensive/upper secondary school teacher	2 998,43	2 924,61
	Extra hour fee coefficient	0,868	0,890
012435	d. Other than those mentioned above	2 324,80	2 273,08
	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	3 591,76	3 493,29
015155/			
015255	b. Guidance counselling competence, qualifications of a comprehensive/upper secondary school teacher	3 488,42	3 392,58
015143/			
015243	c. Guidance counselling competence, other than those mentioned above	2 442,28	2 386,57

SUPPLEMENTS AND FEES (From 1 July 2025 onwards)

Reform school managers and school managers (Section 8)

Weekday	14,90
Saturday	30,07
Sunday	44,99

		Cost-of-living category I	Cost-of-living category II
School-specific additional duties (Section 20)			
	Number of pupils less than 200	405,85	394,96
	Number of pupils 201-400	676,89	658,30
	Number of pupils 401-600	946,41	921,62
	Number of pupils 601-800	1 217,46	1 184,94
	Number of pupils 801-1000	1 488,53	1 448,27
	Number of pupils 1001+	1 623,29	1 579,94

		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	425,45	413,83
	9 or more comprehensive teaching groups	638,15	618,81

		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	153,48	
	Tutor's fee	159,63	

		Cost-of-living category I	Cost-of-living category II
Duties included in the teaching obligation in comprehensive schools (Section 24)			
	Tutor's duties	133,80	
	Examining private pupils and the progress of compulsory education	40,96	

		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	45,82	

UPPER SECONDARY SCHOOL FOR ADULTS AND UPPER SECONDARY SCHOOL ADULT CLASSES (From 1 July 2025 onwards)

Principals (Section 38)		Cost-of-living category I	Cost-of-living category II
011065	Upper secondary school for adults and upper secondary school adult	4 674,57 - 5 863,01	4 545,86 - 5 701,70

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	3 560,14	3 461,98
	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	3 422,93	3 329,06
	Extra hour fee coefficient	0,847	0,871
012145	c. A higher or lower university degree	2 932,23	2 861,83
	Extra hour fee coefficient	0,880	0,902
012139	d. Other than those mentioned above	2 491,21	2 434,92
	Extra hour fee coefficient	0,925	0,948

LIBERAL ADULT EDUCATION AND BASIC EDUCATION IN THE ARTS (From 1 August 2025 onwards)

Statistical code

FOLK HIGH SCHOOLS WITH AN ANNUAL WORKING TIME (From 1 August 2025 onwards)

Principals (Section 12)		Cost-of-living category I	Cost-of-living category II
021060	Folk high school principal within the total working time system	3 749,89 - 4 189,29	3 719,95 - 4 156,24
021061	Principal with a higher university degree or a principal having served as a principal or manager for at least five years	3 874,82 - 4 371,88	3 844,38 - 4 337,32

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	3 581,27
	After 3 years	3 796,51
	After 5 years	3 986,32
	After 7 years	4 185,65
	After 10 years	4 394,92
	After 15 years	4 658,61

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	3 372,16
	After 3 years	3 574,79
	After 5 years	3 753,56
	After 7 years	3 941,23
	After 10 years	4 138,29
	After 15 years	4 386,62
022656	2) a university degree or a responsible teacher	Cost-of-living category I and II of the municipality
	Initial salary	3 295,03
	After 3 years	3 493,06
	After 5 years	3 667,72
	After 7 years	3 851,13
	After 10 years	4 043,67
	After 15 years	4 286,29
022653	3) other degree	Cost-of-living category I and II of the municipality
	Initial salary	2 866,76
	After 3 years	3 039,03
	After 5 years	3 190,97
	After 7 years	3 350,51
	After 10 years	3 518,05
	After 15 years	3 729,12

ADULT EDUCATION CENTRES (From 1 August 2025 onwards)

Principals (Section 19)		Cost-of-living category I	Cost-of-living category II
021060	Adult education centre principal	3 625,33 - 4 050,12	3 525,22 - 3 938,64
021061	Principal with a higher university degree or a principal having served as a principal or manager for at least five years	3 746,14 - 4 226,66	3 643,12 - 4 110,26
021159	Vice principal within the total wage system	3 589,68 - 3 699,57	3 491,24 - 3 597,40

Teachers (Section 25)		Cost-of-living category I	Cost-of-living category II
022650	1) higher university degree	2 861,01	2 782,56
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	2 475,70	2 416,31

HOURLY TEACHERS (folk high schools and adult education centres) and study centres (Section 31) (From 1 August 2025 onwards)

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	31,19	30,45
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	29,60	28,89
022937	Other hourly teacher	28,71	28,07

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	30,64	29,88
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	29,16	28,48
022956	Other hourly teacher	28,38	27,75

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	34,00	33,19
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	32,26	31,49
022941	Other hourly teacher	31,29	30,60

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	33,24	32,42
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	31,64	30,90
022960	Other hourly teacher	30,79	30,11

SPORTS TRAINING CENTRES (From 1 August 2025 onwards)**Principals and vice principals (Section 1)**

		Cost-of-living category I	Cost-of-living category II
031065	Principal	4 422,48 - 5 050,96	4 300,71 - 4 911,81
031162	Vice principal	3 837,05 - 4 343,38	3 731,71 - 4 223,78

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	3 762,97 - 4 132,97	3 658,97 - 4 019,40
	After 3 years	3 987,74 - 4 379,96	3 877,50 - 4 259,58
	After 5 years	4 185,97 - 4 597,81	4 070,23 - 4 471,42
	After 8 years	4 394,14 - 4 826,57	4 272,60 - 4 693,86
	After 13 years	4 656,41 - 5 114,82	4 527,58 - 4 974,10
	After 20 years	4 887,64 - 5 368,91	4 752,40 - 5 221,21
032755/ 032855	b. University degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 591,33 - 3 875,73	3 493,30 - 3 769,52
	After 3 years	3 805,78 - 4 107,26	3 701,88 - 3 994,69
	After 5 years	3 994,92 - 4 311,49	3 885,83 - 4 193,28
	After 8 years	4 193,52 - 4 525,92	4 078,98 - 4 401,83
	After 13 years	4 443,76 - 4 796,13	4 322,35 - 4 664,55
	After 20 years	4 664,38 - 5 034,33	4 536,90 - 4 896,18
032751/ 032851	c. Other degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 036,56 - 3 285,28	2 953,48 - 3 195,73
	After 3 years	3 217,67 - 3 481,34	3 129,62 - 3 386,42
	After 5 years	3 377,43 - 3 654,29	3 284,92 - 3 554,60
	After 8 years	3 545,14 - 3 835,86	3 448,04 - 3 731,19
	After 13 years	3 756,50 - 4 064,63	3 653,58 - 3 953,68
	After 20 years	3 942,80 - 4 266,34	3 834,74 - 4 149,86

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	3 875,73 - 4 198,90	3 769,52 - 4 084,07
	After 3 years	4 107,26 - 4 449,86	3 994,69 - 4 328,15
	After 5 years	4 311,49 - 4 671,18	4 193,28 - 4 543,39
	After 8 years	4 525,92 - 4 903,62	4 401,83 - 4 769,44
	After 13 years	4 796,13 - 5 196,44	4 664,55 - 5 054,23
	After 20 years	5 034,33 - 5 454,65	4 896,18 - 5 305,30
032756/ 032856	b. University degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 673,84 - 3 990,99	3 573,77 - 3 882,16
	After 3 years	3 893,27 - 4 229,45	3 787,17 - 4 114,11
	After 5 years	4 086,78 - 4 439,81	3 975,38 - 4 318,66
	After 8 years	4 289,98 - 4 660,64	4 173,00 - 4 533,45
	After 13 years	4 546,01 - 4 938,90	4 422,00 - 4 804,09
	After 20 years	4 771,73 - 5 184,25	4 641,54 - 5 042,69
032752/ 032852	c. Other degree	Cost-of-living category I	Cost-of-living category II
	Initial salary	3 112,92 - 3 591,33	3 027,78 - 3 493,30
	After 3 years	3 298,63 - 3 805,78	3 208,38 - 3 701,88
	After 5 years	3 462,44 - 3 994,92	3 367,63 - 3 885,83
	After 8 years	3 634,39 - 4 193,52	3 534,88 - 4 078,98
	After 13 years	3 851,08 - 4 443,76	3 745,62 - 4 322,35
	After 20 years	4 042,11 - 4 664,38	3 931,39 - 4 536,90

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	32,15	31,40
032940	b. hourly teachers with a university degree	30,43	29,72
032938	c. other hourly teacher	29,48	28,81

Qualification supplement (Section 11)		Cost-of-living category I	Cost-of-living category II
032947	a. hourly teachers with a higher university degree	33,76	32,97
032944	b. hourly teachers with a university degree	31,95	31,21
032942	c. other hourly teacher	30,95	30,25

MUSIC SCHOOLS (From 1 August 2025 onwards)

Principals (Section 1)		Cost-of-living category I	Cost-of-living category II
041061	a. A higher university degree	4 014,51 - 4 918,89	3 904,13 - 4 783,08
041060	b. Other degree	3 885,08 - 4 721,43	3 777,78 - 4 591,43

Vice principals (Section 1)		Cost-of-living category I	Cost-of-living category II
041159	a. A higher university degree	3 683,82 - 4 262,68	3 582,81 - 4 145,34
041158	b. Other degree	3 576,80 - 4 096,43	3 478,23 - 3 983,99

Teachers (Section 4)

Conservatory		Cost-of-living category I	Cost-of-living category II
043152	A. Principal teacher	3 086,25 - 3 292,49	3 001,19 - 3 202,11
043249	b. Lecturer - higher university degree	2 846,00 - 3 015,72	2 769,70 - 2 932,56
043248	c. Lecturer	2 648,99 - 2 911,55	2 580,30 - 2 861,55
	d. Teachers of general subjects		
043346	- higher university degree	2 527,11 - 2 648,99	2 464,87 - 2 580,30
043341	- lower university degree	2 289,29 - 2 374,16	2 237,31 - 2 319,98

Basic teaching of music		Cost-of-living category I	Cost-of-living category II
043449	a. A higher university degree	2 846,00 - 3 015,72	2 769,70 - 2 932,56
043448	b. Sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	2 648,99 - 2 911,55	2 580,30 - 2 831,75
043444	c. Other suitable degree	2 421,73 - 2 527,11	2 364,66 - 2 464,87

Full-time hourly teachers (Section 13)		Cost-of-living category I	Cost-of-living category II
042543	a. A higher university degree	2 430,94 - 2 532,74	2 375,47 - 2 471,99
042542	b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	2 366,68 - 2 459,59	2 312,67 - 2 401,68
042539	c. Other suitable degree	2 248,58 - 2 324,14	2 197,89 - 2 271,40
	d. General subjects		
042540	- higher university degree	2 430,94 - 2 532,74	2 375,47 - 2 471,99
042538	- university degree	2 217,32 - 2 286,54	2 167,57 - 2 234,51

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	25,26	24,68
042542	b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer	24,59	24,03
042539	c. Other suitable degree	21,42	20,93
	d. General subjects		
042540	- higher university degree	26,46	25,86
042538	- university degree	24,13	23,59

Part-time hourly teachers (Section 15)		per hour	monthly fee
a. A higher university degree		31,56	92,12
b. A suitable university of applied sciences degree, a postgraduate degree from a conservatory or the older qualifications of a lecturer		31,00	90,44
c. Other suitable degree		27,07	78,96
General subjects		per hour	monthly fee
a. A higher university degree			
- teaching obligation coefficient 20 h/week - languages, mathematics		34,77	101,31
- teaching obligation coefficient 25 h/week - sports		27,80	81,05
- teaching obligation coefficient 21 h/week - other subjects		33,10	96,48
b. University degree			
- teaching obligation coefficient 20 h/week - languages, mathematics		32,00	93,37
- teaching obligation coefficient 25 h/week - sports		25,60	74,67
- teaching obligation coefficient 21 h/week - other subjects		30,47	88,88

VISUAL ARTS AND MULTIDISCIPLINARY ARTS SCHOOL (From 1 August 2025 onwards)

Principals (Section 1)		Cost-of-living category I	Cost-of-living category II
051054	Principal	3 007,24 - 3 788,55	2 924,69 - 3 683,92
Teachers (Section 4)		Cost-of-living category I	Cost-of-living category II
053442	1) Teacher	2 319,24 - 2 637,63	2 266,24 - 2 569,29
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.	2 411,38 - 2 776,90	2 354,20 - 2 700,80

Teacher acting as school manager (Section 7)

Less than 1000 lessons taught during the previous academic year	110,77
1001-2000 lessons taught during the previous academic year	172,26
2000+ lessons taught during the previous academic year	233,80

Hourly teachers (Section 9)

Hourly fees	29,59 - 35,68
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VOCATIONAL TRAINING SCHOOLS (From 1 August 2025 onwards)

Statistical code

VOCATIONAL TRAINING SCHOOLS - ANNUAL WORKING TIME (From 1 August 2025 onwards)

Vice principals (Section 2)		Cost-of-living category I	Cost-of-living category II
061460	Vice principal	3 773,98	3 670,24

Teachers (Section 5)

Lecturer		Cost-of-living category I	Cost-of-living category II
068758 / 068858	An applicable higher university degree or a higher university of applied sciences degree	3 621,16	3 530,63
068756 / 068856	An applicable university degree, engineer, construction architect	3 286,62	3 204,43
068754 / 068854	Applicable post-secondary-level degree	2 979,28	2 904,80
068752 / 068852	Applicable other degree or training	2 638,86	2 572,88

Hourly teachers (Section 14)		Cost-of-living category I	Cost-of-living category II
067938	Hourly teacher's fee	21,11	20,58

TEACHING PERSONNEL SUPPLEMENTS AND FEE (SECTION 6) (From 1 August 2025 onwards)

Language supplement (Section 7)			
	- good oral skills	21,43	
	- good oral and written skills	27,49	
	- perfect competence in both national languages	42,80	
Language skill supplement (Section 8)			
	- basic level	21,43	
	- intermediate level	42,80	
	- highest level	83,25	
Fee for arranging examinations (Section 12)			
	Fee for a private student (full)	35,12	
Shop steward compensation (Section 20)			
	under 19 individuals represented	74,08	
	20-59 individuals represented	93,17	
	60-129 individuals represented	108,73	
	130-159 individuals represented	108,73	
	160+ individuals represented	121,85	
Labour protection delegate's fee (Section 21)			
	10-100 individuals represented	39,42	
	101-200 individuals represented	51,36	
	201+ individuals represented	70,49	