



XI COLLECTIVE AGREEMENT FOR PRIVATE SCHOOLS

FOLLOWING THE GENERAL EDUCATION SYSTEM OR FOR NON-SUBSIDISED STATE-APPROVED EDUCATION



IMPROVEMENTS

TEMPORAL SCOPE

- Until 31 December 2023, with economic effects rolling back to 1 September 2021
- Payment of arrears within three months from the publication of this Agreement in the Spanish Official State Gazette.



REMUNERATION

Salary increase:

- **2021: 1,5%** increase from 1 September.
- **2022: 2%** increase from 1 January.
- **2023: 2%** increase from 1 January.



LEAVES OF ABSENCE

- **Marriage:** Leave is calculated starting on a working day and can start up to 3 days prior to the ceremony. Registered couples are now entitled to this leave.
- **Surgery requiring hospitalisation or serious illness, accident, hospitalization or death, or day surgery requiring home confinement:**
 - To be taken continuously at any time while the cause of the leave is in effect.



- Leave will be calculated from the first working day.
- Non-working days will not be considered when calculating the leave.
- Should the leave be requested when 75% of the working day has already taken place, said leave will be calculated starting on the following day.
- **Family conciliation.** 15 hours destined to:
 - Doctor visits by the worker, their underage children and relatives up to the first degree of kinship or affinity who are unable to attend on their own.
 - Parent-teacher meetings.



UNPAID LEAVES

- **Voluntary leave of absence:** Clauses regarding duration and preferential right to return to the workplace can be agreed.
- **Domestic violence leave:** 3 to 12 months. Employee is entitled to have their job held.

RECRUITMENT

- **Works or service contract:** Only applicable when teaching subjects of Curriculums that are going to be phased out or when teaching levels that the company has decided to phase out until they are no longer offered.



RETIREMENT

- **Compulsory retirement** is conditioned to:
 - The hiring of a new employee, or the conversion of a temporary contract into an indefinite term contract, or a part-time contract into full-time.
 - The employee getting 100% of the ordinary pension.

CREATION OF A TECHNICAL COMMITTEE

- Within the month following the publication of this Agreement in the Spanish Official State Gazette.
- Study possible legislative changes, working hours, staff categories, revision of Title VII (misconduct, sanctions, infringements).



OTHER CHANGES

- Birth and nursing related leaves and Equal Opportunities Plans are updated according to the current labor laws.