



FSIE

COLLECTIVE AGREEMENT FOR PRIVATE SCHOOLS FOLLOWING THE GENERAL EDUCATION SYSTEM OR FOR NON-SUBSIDISED STATE-APPROVED EDUCATION

JUNE 2023 EDITION

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XI Collective Agreement for Private Schools following the General Education System or for Non-Subsidised State-Approved Education

B.O.E. 12th of april 2022

August 2022 changes to the April 2022 print edition

Updates to the 2023 Tables published in the BOE of June 2, 2023

The X Collective Agreement for Private Schools Following the General Education System or Non-subsidised State-approved Education was signed on December 9, 2021, on one hand, by the business associations Asociación Española de Centros Privados de Enseñanza (ACADE) and the Confederación de Centros de Enseñanza (CECE) on behalf of the companies in the sector; and on the other, by the trade union organisations: Federación de Sindicatos Independientes de Enseñanza del Estado Español (FSIE), Federación de Enseñanza de la Unión Sindical Obrera (FE-USO), Comisiones Obreras (CC.OO.) and Federación de Empleados de Servicios Públicos de la Unión General de Trabajadores (FeSP-UGT), on behalf of the workers.



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ANNEX III

PAY SCALES FROM SEPTEMBER 1, 2021

Group I: TEACHING STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.411,60 €	63,70 €	258,33 €	108,05 €	27.370,35 €	69,42 €
DEPUTY HEAD/VICE PRINCIPAL	1.411,61 €	63,70 €	248,50 €	108,05 €	27.223,12 €	66,85 €
QUALIFIED TEACHER	1.411,60 €	63,70 €	-	108,05 €	23.495,43 €	48,59 €
INFANT TEACHER	940,18 €	53,43 €	-	108,05 €	16.311,19 €	45,43 €
INSTRUCTOR	937,89 €	43,49 €	-	108,05 €	16.167,48 €	42,28 €
PRIMARY / 1 ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.411,60 €	63,70 €	258,33 €	108,05 €	27.370,35 €	69,42 €
DEPUTY HEAD/ VICE PRINCIPAL	1.411,61 €	63,70 €	248,50 €	108,05 €	27.223,12 €	66,85 €
HEAD OF STUDIES	1.411,60 €	63,70 €	215,08 €	108,05 €	26.721,61 €	65,86 €
HEAD OF DEPARTMENT	1.411,60 €	63,70 €	191,32 €	108,05 €	26.365,19 €	64,09 €
QUALIFIED TEACHER	1.411,60 €	63,70 €	-	108,05 €	23.495,43 €	48,59 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.133,02 €	51,83 €	-	108,05 €	19.186,15 €	39,07 €
INSTRUCTOR	1.030,32 €	47,42 €	-	108,05 €	17.597,08 €	39,07 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
2ND CYCLE OF COMPULSORY SECONDARY ED. & SIXTH-FORM						
DIRECTOR/PRINCIPAL	1.484,79 €	69,00 €	376,25 €	108,05 €	30.295,34 €	90,56 €
DEPUTY HEAD/ VICE PRINCIPAL	1.484,79 €	69,00 €	330,66 €	108,05 €	29.611,44 €	87,51 €
HEAD OF STUDIES	1.484,80 €	69,00 €	317,94 €	108,05 €	29.420,82 €	84,98 €
HEAD OF DEPARTMENT	1.484,80 €	69,00 €	268,52 €	108,05 €	28.679,52 €	82,53 €
QUALIFIED TEACHER	1.484,79 €	69,00 €	-	108,05 €	24.651,59 €	60,87 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.402,22€	65,87 €	-	108,05 €	23.378,65 €	50,71 €
WORKSHOP OR LABORATORY TECHNICIAN	1.378,16 €	64,95 €	-	108,05 €	23.007,50 €	50,03 €
INSTRUCTOR	1.266,73 €	60,74 €	-	108,05 €	21.289,77 €	48,92 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR /PRINCIPAL	1.401,11 €	64,93 €	304,62 €	108,05 €	27.920,84 €	70,89 €
DEPUTY HEAD/ VICE PRINCIPAL	1.401,11 €	63,50 €	282,50 €	108,05 €	27.573,35 €	70,19 €
HEAD OF STUDIES	1.401,11 €	63,50 €	260,70 €	108,05 €	27.246,31 €	67,51 €
HEAD OF DEPARTMENT	1.401,10 €	63,50 €	238,81 €	108,05 €	26.917,76 €	65,51 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.401,11 €	63,50 €	-	108,05 €	23.335,77 €	46,65 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.158,75 €	48,58 €	-	108,05 €	19.536,37 €	41,81 €
INSTRUCTOR	1.027,54 €	40,48 €	-	108,05 €	17.478,99 €	37,77 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.454,32 €	68,30 €	366,84 €	108,05 €	29.689,45 €	87,85 €
DEPUTY HEAD/VICE PRINCIPAL	1.454,32 €	68,30 €	321,79 €	108,05 €	29.013,61 €	84,32 €
HEAD OF STUDIES	1.454,32 €	68,30 €	310,76 €	108,05 €	28.848,42 €	83,33 €
HEAD OF DEPARTMENT	1.454,32 €	68,30 €	261,96 €	108,05 €	28.116,40 €	79,47 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.454,32 €	68,30 €	-	108,05 €	24.186,83 €	58,61 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.350,32 €	63,55 €	-	108,05 €	22.574,47 €	48,26 €
INSTRUCTOR	1.241,57 €	58,57 €	-	108,05 €	20.888,45 €	47,15 €

Group II: COMPLEMENTARY SERVICE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
SUBGROUP A: SPECIALISED STAFF						
LEVEL I	1.418,44 €	-	-	108,05 €	22.897,33 €	60,87 €
LEVEL II	1.346,84 €	-	-	108,05 €	21.823,36 €	48,57 €
SUBGROUP B: SUPPORT STAFF						
EXTRACURRICULAR ACTIVITY MONITOR	792,62 €	-	-	108,05 €	13.510,00 €	39,56 €
SUPERVISORY ASSISTANT	792,62 €	-	-	108,05 €	13.510,00 €	39,56 €

Group III: ADMINISTRATIVE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
HEAD OF ADMINISTRATION	1.013,95 €	-	-	108,05 €	16.830,02 €	49,27 €
ADMINISTRATIVE ASSOCIATE	925,23 €	-	-	108,05 €	15.499,20 €	45,37 €
CLERK	794,18 €	-	-	108,05 €	13.533,35 €	41,54 €
OFFICE ASSISTANT	792,62 €	-	-	108,05 €	13.510,00 €	41,54 €

Group IV: ANCILLARY STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
CARETAKER / HOUSEKEEPER	837,32 €	-	-	108,05 €	14.180,57 €	41,54 €
HEAD CHEF/ SKILLED WORKER	794,18 €	-	-	108,05 €	13.533,35 €	41,54 €
COOK	792,62 €	-	-	108,05 €	13.510,00 €	41,54 €
ATTENDANT/ PORTER	792,62 €	-	-	108,05 €	13.510,00 €	41,54 €
ANCILLARY WORKER	792,62 €	-	-	108,05 €	13.510,00 €	41,54 €

PAY SCALES 2022

Group I: TEACHING STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.439,83 €	64,98 €	263,49 €	110,21 €	27.917,75 €	70,80 €
DEPUTY HEAD/VICE PRINCIPAL	1.439,84 €	64,98 €	253,47 €	110,21 €	27.767,58 €	68,18 €
QUALIFIED TEACHER	1.439,83 €	64,98 €	-	110,21 €	23.965,34 €	49,56 €
INFANT TEACHER	958,99 €	54,50 €	-	110,21 €	16.637,42 €	46,34 €
INSTRUCTOR	956,65 €	44,36 €	-	110,21 €	16.490,83 €	43,13 €
PRIMARY / 1ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.439,83 €	64,98 €	263,49 €	110,21 €	27.917,75 €	70,80 €
DEPUTY HEAD/ VICE PRINCIPAL	1.439,84 €	64,98 €	253,47 €	110,21 €	27.767,58 €	68,18 €
HEAD OF STUDIES	1.439,83 €	64,98 €	219,38 €	110,21 €	27.256,04 €	67,18 €
HEAD OF DEPARTMENT	1.439,83 €	64,98 €	195,14 €	110,21 €	26.892,50 €	65,37 €
QUALIFIED TEACHER	1.439,83 €	64,98 €	-	110,21 €	23.965,34 €	49,56 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.155,68 €	52,86 €	-	110,21 €	19.569,87 €	39,85 €
INSTRUCTOR	1.050,92 €	48,37 €	-	110,21 €	17.949,02 €	39,85 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
2ND CYCLE OF COMPULSORY SECONDARY ED. & SIXTH-FORM						
DIRECTOR/PRINCIPAL	1.514,49 €	70,38 €	383,78 €	110,21 €	30.901,25 €	93,09 €
DEPUTY HEAD/ VICE PRINCIPAL	1.514,49 €	70,38 €	337,27 €	110,21 €	30.203,67 €	89,26 €
HEAD OF STUDIES	1.514,50 €	70,38 €	324,30 €	110,21 €	30.009,24 €	86,68 €
HEAD OF DEPARTMENT	1.514,50 €	70,38 €	273,89 €	110,21 €	29.253,11 €	84,18 €
QUALIFIED TEACHER	1.514,49 €	70,38 €	-	110,21 €	25.144,62 €	62,09 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.430,27 €	67,19 €	-	110,21 €	23.846,22 €	51,72 €
WORKSHOP OR LABORATORY TECHNICIAN	1.405,72 €	66,25 €	-	110,21 €	23.467,65 €	51,03 €
INSTRUCTOR	1.292,06 €	61,95 €	-	110,21 €	21.715,56 €	49,90 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR /PRINCIPAL	1.429,13 €	66,23 €	310,71 €	110,21 €	28.479,26 €	72,31 €
DEPUTY HEAD/ VICE PRINCIPAL	1.429,13 €	64,77 €	288,16 €	110,21 €	28.124,81 €	71,59 €
HEAD OF STUDIES	1.429,13 €	64,77 €	265,92 €	110,21 €	27.791,24 €	68,86 €
HEAD OF DEPARTMENT	1.429,12 €	64,77 €	243,59 €	110,21 €	27.456,11 €	67,03 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.429,13 €	64,77 €	-	110,21 €	23.802,49 €	47,58 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.181,93 €	49,55 €	-	110,21 €	19.927,10 €	42,64 €
INSTRUCTOR	1.048,09 €	41,29 €	-	110,21 €	17.828,57 €	38,52 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.483,41 €	69,67 €	374,18 €	110,21 €	30.283,24 €	89,61 €
DEPUTY HEAD/VICE PRINCIPAL	1.483,41 €	69,67 €	328,22 €	110,21 €	29.593,88 €	86,00 €
HEAD OF STUDIES	1.483,42 €	69,67 €	316,98 €	110,21 €	29.425,39 €	85,00 €
HEAD OF DEPARTMENT	1.483,42 €	69,67 €	267,20 €	110,21 €	28.678,73 €	81,06 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.483,41 €	69,67 €	-	110,21 €	24.670,57 €	59,78 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.377,32 €	64,82 €	-	110,21 €	23.025,96 €	49,23 €
INSTRUCTOR	1.266,40 €	59,74 €	-	110,21 €	21.306,22 €	48,09 €

Group II: COMPLEMENTARY SERVICE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
SUBGROUP A: SPECIALISED STAFF						
LEVEL I	1.446,81 €	-	-	110,21 €	23.355,28 €	62,09 €
LEVEL II	1.373,78 €	-	-	110,21 €	22.259,83 €	49,54 €
SUBGROUP B: SUPPORT STAFF						
EXTRACURRICULAR ACTIVITY MONITOR	808,47 €	-	-	110,21 €	13.780,20 €	40,36 €
SUPERVISORY ASSISTANT	808,47 €	-	-	110,21 €	13.780,20 €	40,36 €

Group III: ADMINISTRATIVE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
HEAD OF ADMINISTRATION	1.034,23 €	-	-	110,21 €	17.166,62 €	50,25 €
ADMINISTRATIVE ASSOCIATE	943,74 €	-	-	110,21 €	15.809,19 €	46,28 €
CLERK	810,06 €	-	-	110,21 €	13.804,02 €	42,37 €
OFFICE ASSISTANT	808,47 €	-	-	110,21 €	13.780,20 €	42,37 €

Group IV: ANCILLARY STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
CARETAKER / HOUSEKEEPER	854,07 €	-	-	110,21 €	14.464,18 €	42,37 €
HEAD CHEF/ SKILLED WORKER	810,06 €	-	-	110,21 €	13.804,02 €	42,37 €
COOK	808,47 €	-	-	110,21 €	13.780,20 €	42,37 €
ATTENDANT/ PORTER	808,47 €	-	-	110,21 €	13.780,20 €	42,37 €
ANCILLARY WORKER	808,47 €	-	-	110,21 €	13.780,20 €	42,37 €

PAY SCALES 2023

Group I: TEACHING STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.468,63 €	66,27 €	268,76 €	112,41 €	28.476,11 €	72,22 €
DEPUTY HEAD/VICE PRINCIPAL	1.468,64 €	66,27 €	258,54 €	112,41 €	28.322,94 €	69,55 €
QUALIFIED TEACHER	1.468,63 €	66,27 €	-	112,41 €	24.444,65 €	50,55 €
INFANT TEACHER	978,17 €	55,59 €	-	112,41 €	16.970,16 €	47,27 €
INSTRUCTOR	975,78 €	45,25 €	-	112,41 €	16.820,64 €	43,99 €
PRIMARY / 1ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.468,63 €	66,27 €	268,76 €	112,41 €	28.476,11 €	72,22 €
DEPUTY HEAD/ VICE PRINCIPAL	1.468,64 €	66,27 €	258,54 €	112,41 €	28.322,94 €	69,55 €
HEAD OF STUDIES	1.468,63 €	66,27 €	223,77 €	112,41 €	27.801,16 €	68,52 €
HEAD OF DEPARTMENT	1.468,63 €	66,27 €	199,05 €	112,41 €	27.430,35 €	66,68 €
QUALIFIED TEACHER	1.468,63 €	66,27 €	-	112,41 €	24.444,65 €	50,55 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.178,80 €	53,92 €	-	112,41 €	19.961,27 €	40,65 €
INSTRUCTOR	1.071,94 €	49,34 €	-	112,41 €	18.308,00 €	40,65 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
2ND CYCLE OF COMPULSORY SECONDARY ED. & SIXTH-FORM						
DIRECTOR/PRINCIPAL	1.544,78 €	71,79 €	391,45 €	112,41 €	31.519,28 €	94,22 €
DEPUTY HEAD/ VICE PRINCIPAL	1.544,78 €	71,79 €	344,02 €	112,41 €	30.807,74 €	91,05 €
HEAD OF STUDIES	1.544,79 €	71,79 €	330,78 €	112,41 €	30.609,42 €	88,41 €
HEAD OF DEPARTMENT	1.544,79 €	71,79 €	279,37 €	112,41 €	29.838,17 €	85,86 €
QUALIFIED TEACHER	1.544,78 €	71,79 €	-	112,41 €	25.647,51 €	63,33 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.458,87 €	68,53 €	-	112,41 €	24.323,14 €	52,76 €
WORKSHOP OR LABORATORY TECHNICIAN	1.433,83 €	67,57 €	-	112,41 €	23.937,01 €	52,05 €
INSTRUCTOR	1.317,91 €	63,19 €	-	112,41 €	22.149,87 €	50,90 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR /PRINCIPAL	1.457,71 €	67,55 €	316,93 €	112,41 €	29.048,85 €	73,75 €
DEPUTY HEAD/ VICE PRINCIPAL	1.457,71 €	66,06 €	293,92 €	112,41 €	28.687,31 €	73,02 €
HEAD OF STUDIES	1.457,71 €	66,06 €	271,24 €	112,41 €	28.347,07 €	70,23 €
HEAD OF DEPARTMENT	1.457,70 €	66,06 €	248,46 €	112,41 €	28.005,24 €	68,37 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.457,71 €	66,06 €	-	112,41 €	24.278,54 €	48,53 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.205,57 €	50,54 €	-	112,41 €	20.325,64 €	43,50 €
INSTRUCTOR	1.069,05 €	42,11 €	-	112,41 €	18.185,14 €	39,29 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.513,08 €	71,06 €	381,66 €	112,41 €	30.888,90 €	91,40 €
DEPUTY HEAD/VICE PRINCIPAL	1.513,08 €	71,06 €	334,79 €	112,41 €	30.185,76 €	87,72 €
HEAD OF STUDIES	1.513,09 €	71,06 €	323,32 €	112,41 €	30.013,90 €	86,70 €
HEAD OF DEPARTMENT	1.513,09 €	71,06 €	272,54 €	112,41 €	29.252,31 €	82,69 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.513,08 €	71,06 €	-	112,41 €	25.163,98 €	60,97 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.404,87 €	66,12 €	-	112,41 €	23.486,48 €	50,21 €
INSTRUCTOR	1.291,73 €	60,93 €	-	112,41 €	21.732,34 €	49,05 €

Group II: COMPLEMENTARY SERVICE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
SUBGROUP A: SPECIALISED STAFF						
LEVEL I	1.475,75 €	-	-	112,41 €	23.822,39 €	63,33 €
LEVEL II	1.401,26 €	-	-	112,41 €	22.705,03 €	50,53 €
SUBGROUP B: SUPPORT STAFF						
EXTRACURRICULAR ACTIVITY MONITOR	895,59 €	-	-	112,41 €	15.120,00 €	41,16 €
SUPERVISORY ASSISTANT	895,59 €	-	-	112,41 €	15.120,00 €	41,16 €

Group III: ADMINISTRATIVE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
HEAD OF ADMINISTRATION	1.054,92 €	-	-	112,41 €	17.509,95 €	51,26 €
ADMINISTRATIVE ASSOCIATE	962,61 €	-	-	112,41 €	16.125,37 €	47,20 €
CLERK	895,59 €	-	-	112,41 €	15.120,00 €	43,22 €
OFFICE ASSISTANT	895,59 €	-	-	112,41 €	15.120,00 €	43,22 €

Group IV: ANCILLARY STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
CARETAKER / HOUSEKEEPER	895,59 €	-	-	112,41 €	15.120,00 €	43,22 €
HEAD CHEF/ SKILLED WORKER	895,59 €	-	-	112,41 €	15.120,00 €	43,22 €
COOK	895,59 €	-	-	112,41 €	15.120,00 €	43,22 €
ATTENDANT/ PORTER	895,59 €	-	-	112,41 €	15.120,00 €	43,22 €
ANCILLARY WORKER	895,59 €	-	-	112,41 €	15.120,00 €	43,22 €

ANNEX IV

Pay scales of schools that were regulated by Annex IV of the IX Collective Agreement governing non-subsidised private schools.

These schools, which were covered by Annex IV of the VI National Collective Agreement for non-subsidised private schools governed by the General Education System, will be governed by the following pay scales, which are detailed below.

In any case, with regard to all pay rises, the amounts paid on account by the companies and any other voluntary pay rises applied by these will be absorbed.

Schools and workers covered by this Annex shall not be subject to Articles 58, 68, 70, 71 and 72, nor Annex III of this agreement.

In this regard, the following Sixth Form/Upper Secondary Supplement is established for schools adhering to Annex IV:

Teaching staff rendering their services in Sixth Form/Upper Secondary Diploma will receive a supplement for their dedication and responsibility in the

performance of the student, which is conducive to successfully completing this stage (Secondary School Diploma etc.) and making it possible to acquire, where appropriate, the knowledge necessary to access higher education.

These teachers will receive the supplement indicated in the pay scales corresponding to this Annex in each of the 14 payments, when teaching full-time at this level.

Once this Collective Agreement comes into force, although the former professional category of Head of Workshop or Laboratory is renamed in Spanish, but will still be referred to as Workshop or Laboratory Head, integrated in Group I.

Once this Collective Agreement comes into force, the former professional category of Associate Teacher is renamed, and such post will be known as Assistant Teacher, teaching assistant or auxiliary, integrated in Group I.

Pay scales from September 1 to December 31, 2021

Group I: TEACHING STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
EARLY YEARS STAGE				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.585,87 €	87,96 €	55,99 €	23.433,57 €
INFANT TEACHER	1.094,56 €	70,88 €	55,99 €	16.316,06 €
INSTRUCTOR	1.094,56 €	70,88 €	48,69 €	16.316,06 €
PRIMARY / 1ST CYCLE OF COMPULSORY SECONDARY ED.				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.585,87 €	87,96 €	55,99 €	23.433,57 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.297,49 €	77,93 €	45,11 €	19.255,97 €
INSTRUCTOR	1.190,64 €	74,23 €	45,11 €	17.708,08 €

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
2ND CYCLE OF COMULSORY SECONDARY ED. & SIXTH-FORM				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.696,14 €	91,78 €	71,24 €	25.030,77 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.608,51 €	88,73 €	59,37 €	23.761,39 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.608,51 €	88,73 €	59,37 €	23.761,39 €
INSTRUCTOR	1.464,89 €	83,74 €	59,37 €	21.680,77 €
SIXTH FORM / UPPER SECONDARY SUPPLEMENT: FOR TEACHING FULL TIME AT THIS LEVEL IN ALL 14 PAYMENTS	107,51 €	-	-	-
VOCATIONAL TRAINING - INTERMEDIATE LEVEL				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.603,04 €	88,56 €	57,06 €	23.682,39 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.374,08 €	80,60 €	51,11 €	20.365,49 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.374,08 €	80,60 €	51,11 €	20.365,49 €
INSTRUCTOR	1.229,50 €	75,58 €	46,14 €	18.271,08 €

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
VOCATIONAL TRAINING - HIGHER LEVEL				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.669,01 €	85,07 €	71,55 €	24.557,01 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.569,30 €	81,94 €	59,67 €	23.117,40 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.569,30 €	81,94 €	59,67 €	23.117,40 €
INSTRUCTOR	1.429,15 €	77,56 €	57,57 €	21.093,89 €

Grupo II: COMPLEMENTARY SERVICE STAFF

SUBGROUP A: SPECIALISED STAFF

The salary of this staff will be equal to that of the qualified teacher at the level of education where their work is carried out.

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
SUBGROUP B: SUPPORT STAFF				
SUPERVISORY ASSISTANT	901,57 €	63,43 €	47,75 €	13.510,00 €
EXTRACURRICULAR ACTIVITY MONITOR	901,57 €	63,43 €	47,75 €	13.510,00 €

Grupo III: ADMINISTRATIVE STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
HEAD OF ADMINISTRATION OR SECRETARIAT	1.198,35 €	74,49 €	56,55 €	17.819,77 €
MANAGER	1.009,19 €	67,92 €	48,30 €	15.079,65 €
SKILLED STAFF	962,82 €	66,31 €	47,75 €	14.407,66 €
OFFICE ASSISTANT OR TELEPHONIST	902,86 €	62,14 €	47,75 €	13.510,00 €
FOREMAN / SUPERVISOR	1.103,29 €	71,19 €	52,16 €	16.442,82 €
APPRENTICE / TRAINEE	912,60 €	52,40 €	29,19 €	13.510,00 €

Grupo IV: ANCILLARY STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
CARETAKER/HOUSEKEEPER	1.009,02 €	67,90 €	47,75 €	15.076,95 €
HEAD CHEF/SKILLED WORKER	962,81 €	66,31 €	47,75 €	14.407,66 €
COOK	917,72 €	64,75 €	47,75 €	13.754,57 €
ATTENDANT/PORTER	901,56 €	63,44 €	47,75 €	13.510,00 €
ANCILLARY WORKER	902,86 €	62,14 €	47,75 €	13.510,00 €
COOK ASSISTANT OR CLERK	926,01 €	38,99 €	29,13 €	13.510,00 €

TEMPORARY MANAGEMENT POSITIONS

CATEGORY	Base	Temp Post. SUPP	Dedication S.P.P.	Prof. Dev	Dedication S.P.P./POS	TOTAL
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.585,87 €	303,23 €	87,96 €	55,99 €	20,67 €	27.678,81 €
DEPUTY HEAD/ VICE PRINCIPAL	1.585,87 €	280,63 €	87,96 €	55,99 €	18,20 €	27.362,35 €
HEAD OF STUDIES	1.585,87 €	252,48 €	87,96 €	55,99 €	17,20 €	26.968,31 €
HEAD OF DEPARTMENT	1.585,87 €	224,55 €	87,96 €	55,99 €	15,30 €	26.577,25 €
PRIMARY / 1 ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.585,87 €	303,23 €	87,96 €	55,99 €	20,67 €	27.678,81 €
DEPUTY HEAD/ VICE PRINCIPAL	1.585,87 €	280,63 €	87,96 €	55,99 €	18,20 €	27.362,35 €
HEAD OF STUDIES	1.585,87 €	252,48 €	87,96 €	55,99 €	17,20 €	26.968,31 €
HEAD OF DEPARTMENT	1.585,87 €	224,55 €	87,96 €	55,99 €	15,30 €	26.577,25 €

CATEGORY	Base	Temp Post. SUPP	Dedication S.P.P.	Prof. Dev	Dedication S.P.P./POS	TOTAL
2ND CYCLE OF COMULSORY SECONDARY ED. & SIXTH-FORM						
DIRECTOR/PRINCIPAL	1.696,14 €	456,48 €	91,78 €	71,24 €	30,55 €	31.421,44 €
DEPUTY HEAD/ VICE PRINCIPAL	1.696,14 €	401,14 €	91,78 €	71,24 €	26,82 €	30.646,71 €
HEAD OF STUDIES	1.696,14 €	401,14 €	91,78 €	71,24 €	26,82 €	30.646,71 €
HEAD OF DEPARTMENT	1.696,14 €	325,77 €	91,78 €	71,24 €	21,78 €	29.591,61 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR/PRINCIPAL	1.603,04 €	357,58 €	88,56 €	57,06 €	25,52 €	28.688,57 €
DEPUTY HEAD/ VICE PRINCIPAL	1.603,04 €	331,59 €	88,56 €	57,06 €	23,64 €	28.324,65 €
HEAD OF STUDIES	1.603,04 €	306,01 €	88,56 €	57,06 €	21,84 €	27.966,56 €
HEAD OF DEPARTMENT	1.603,04 €	280,31 €	88,56 €	57,06 €	20,04 €	27.606,76 €
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.669,01 €	423,04 €	91,78 €	71,55 €	30,72 €	30.573,53 €
DEPUTY HEAD/ VICE PRINCIPAL	1.669,01 €	371,77 €	91,78 €	71,55 €	26,95 €	29.855,78 €
HEAD OF STUDIES	1.669,01 €	355,37 €	91,78 €	71,55 €	26,07 €	29.626,14 €
HEAD OF DEPARTMENT	1.669,01 €	302,65 €	91,78 €	71,55 €	21,94 €	28.888,08 €

PAY SCALES 2022

Group I: TEACHING STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
EARLY YEARS STAGE				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.617,58 €	89,72 €	57,11 €	23.902,24 €
INFANT TEACHER	1.116,45 €	72,29 €	57,11 €	16.642,39 €
INSTRUCTOR	1.116,45 €	72,29 €	49,66 €	16.642,39 €
PRIMARY /1ST CYCLE OF COMPULSORY SECONDARY ED.				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.617,58 €	89,72 €	57,11 €	23.902,24 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.323,44 €	79,49 €	46,01 €	19.641,09 €
INSTRUCTOR	1.214,45 €	75,71 €	46,01 €	18.062,24 €
2ND CYCLE OF COMULSORY SECONDARY ED. & SIXTH-FORM				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.730,06 €	93,61 €	72,67 €	25.531,39 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.640,68 €	90,51 €	60,55 €	24.236,62 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.640,68 €	90,51 €	60,55 €	24.236,62 €
INSTRUCTOR	1.494,19 €	85,41 €	60,55 €	22.114,38 €
SIXTH FORM / UPPER SECONDARY SUPPLEMENT: FOR TEACHING FULL TIME AT THIS LEVEL IN ALL 14 PAYMENTS	109,66 €	-	-	-

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
VOCATIONAL TRAINING - INTERMEDIATE LEVEL				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.635,10 €	90,33 €	58,20 €	24.156,03 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.401,56 €	82,21 €	52,13 €	20.772,80 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.401,56 €	82,21 €	52,13 €	20.772,80 €
INSTRUCTOR	1.254,09 €	77,09 €	47,06 €	18.636,50 €
VOCATIONAL TRAINING - HIGHER LEVEL				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.702,39 €	86,77 €	72,98 €	25.048,15 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.600,69 €	83,58 €	60,87 €	23.579,74 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.600,69 €	83,58 €	60,87 €	23.579,74 €
INSTRUCTOR	1.457,73 €	79,11 €	58,72 €	21.515,77 €

Group II: COMPLEMENTARY SERVICE STAFF

SUBGROUP A: SPECIALISED STAFF LEVEL I & LEVEL II.

The salary of this staff will be equal to that of the qualified teacher at the level of education where their work is carried out.

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
SUBGROUP B: SUPPORT STAFF				
SUPERVISORY ASSISTANT	935,30 €	64,70 €	48,70 €	14.000,00 €
EXTRACURRICULAR ACTIVITY MONITOR	935,30 €	64,70 €	48,70 €	14.000,00 €

Group III: ADMINISTRATIVE STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
HEAD OF ADMINISTRATION OR SECRETARIAT	1.222,32 €	75,98 €	57,68 €	18.176,16 €
MANAGER	1.029,38 €	69,28 €	49,27 €	15.381,25 €
SKILLED STAFF	982,06 €	67,64 €	48,70 €	14.695,81 €
OFFICE ASSISTANT OR TELEPHONIST	936,62 €	63,38 €	48,70 €	14.000,00 €
FOREMAN / SUPERVISOR	1.125,36 €	72,62 €	53,20 €	16.771,67 €
APPRENTICE / TRAINEE	946,55 €	53,45 €	29,78 €	14.000,00 €

Group IV: ANCILLARY STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
CARETAKER/HOUSEKEEPER	1.029,20 €	69,26 €	48,70 €	15.378,49 €
HEAD CHEF/SKILLED WORKER	982,06 €	67,64 €	48,70 €	14.695,81 €
COOK	936,08 €	66,04 €	48,70 €	14.029,66 €
ATTENDANT/PORTER	935,29 €	64,71 €	48,70 €	14.000,00 €
ANCILLARY WORKER	936,62 €	63,38 €	48,70 €	14.000,00 €
COOK ASSISTANT OR CLERK	960,23 €	39,77 €	29,71 €	14.000,00 €

TEMPORARY MANAGEMENT POSITIONS

CATEGORY	Base	Temp Post. SUPP	Dedication S.P.P.	Prof. Dev	Dedication S.P.P./POS	TOTAL
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.617,58 €	309,30 €	89,72 €	57,11 €	21,08 €	28.232,38 €
DEPUTY HEAD/ VICE PRINCIPAL	1.617,58 €	286,24 €	89,72 €	57,11 €	18,56 €	27.909,60 €
HEAD OF STUDIES	1.617,58 €	257,53 €	89,72 €	57,11 €	17,55 €	27.507,67 €
HEAD OF DEPARTMENT	1.617,58 €	229,04 €	89,72 €	57,11 €	15,60 €	27.108,79 €
PRIMARY / 1ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.617,58 €	309,30 €	89,72 €	57,11 €	21,08 €	28.232,38 €
DEPUTY HEAD/ VICE PRINCIPAL	1.617,58 €	286,24 €	89,72 €	57,11 €	18,56 €	27.909,60 €
HEAD OF STUDIES	1.617,58 €	257,53 €	89,72 €	57,11 €	17,55 €	27.507,67 €
HEAD OF DEPARTMENT	1.617,58 €	229,04 €	89,72 €	57,11 €	15,60 €	27.108,79 €

CATEGORY	Base	Temp Post. SUPP	Dedication S.P.P.	Prof. Dev	Dedication S.P.P./POS	TOTAL
2ND CYCLE OF COMULSORY SECONDARY ED. & SIXTH-FORM						
DIRECTOR/PRINCIPAL	1.730,06 €	465,61 €	93,61 €	72,67 €	31,16 €	32.049,86 €
DEPUTY HEAD/ VICE PRINCIPAL	1.730,06 €	409,16 €	93,61 €	72,67 €	27,35 €	31.259,64 €
HEAD OF STUDIES	1.730,06 €	409,16 €	93,61 €	72,67 €	27,35 €	31.259,64 €
HEAD OF DEPARTMENT	1.730,06 €	332,29 €	93,61 €	72,67 €	22,22 €	30.183,45 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR/PRINCIPAL	1.635,10 €	364,74 €	90,33 €	58,20 €	26,03 €	29.262,34 €
DEPUTY HEAD/ VICE PRINCIPAL	1.635,10 €	338,22 €	90,33 €	58,20 €	24,11 €	28.891,14 €
HEAD OF STUDIES	1.635,10 €	312,13 €	90,33 €	58,20 €	22,28 €	28.525,89 €
HEAD OF DEPARTMENT	1.635,10 €	285,92 €	90,33 €	58,20 €	20,44 €	28.158,90 €
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.702,39 €	431,50 €	93,61 €	72,98 €	31,34 €	31.185,00 €
DEPUTY HEAD/ VICE PRINCIPAL	1.702,39 €	379,21 €	93,61 €	72,98 €	27,49 €	30.452,89 €
HEAD OF STUDIES	1.702,39 €	362,48 €	93,61 €	72,98 €	26,59 €	30.218,67 €
HEAD OF DEPARTMENT	1.702,39 €	308,71 €	93,61 €	72,98 €	22,38 €	29.465,84 €

PAY SCALES 2023

Group I: TEACHING STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
EARLY YEARS STAGE				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.649,94 €	91,51 €	58,25 €	24.380,29 €
INFANT TEACHER	1.138,78 €	73,74 €	58,25 €	16.975,23 €
INSTRUCTOR	1.138,78 €	73,74 €	50,66 €	16.975,23 €
PRIMARY / 1ST CYCLE OF COMPULSORY SECONDARY ED.				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.649,94 €	91,51 €	58,25 €	24.380,29 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.349,91 €	81,08 €	46,93 €	20.033,91 €
INSTRUCTOR	1.238,74 €	77,23 €	46,93 €	18.423,48 €

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
2ND CYCLE OF COMULSORY SECONDARY ED. & SIXTH-FORM				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.764,66 €	95,48 €	74,12 €	26.042,02 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.673,49 €	92,32 €	61,77 €	24.721,35 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.673,49 €	92,32 €	61,77 €	24.721,35 €
INSTRUCTOR	1.524,07 €	87,12 €	61,77 €	22.556,67 €
SIXTH FORM / UPPER SECONDARY SUPPLEMENT: FOR TEACHING FULL TIME AT THIS LEVEL IN ALL 14 PAYMENTS	111,85 €	-	-	-
VOCATIONAL TRAINING - INTERMEDIATE LEVEL				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.667,80 €	92,14 €	59,37 €	24.639,15 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.429,59 €	83,86 €	53,17 €	21.188,25 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.429,59 €	83,86 €	53,17 €	21.188,25 €
INSTRUCTOR	1.279,17 €	78,63 €	48,01 €	19.009,23 €

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
VOCATIONAL TRAINING - HIGHER LEVEL				
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.736,43 €	88,50 €	74,44 €	25.549,11 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.632,70 €	85,25 €	62,08 €	24.051,34 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.632,70 €	85,25 €	62,08 €	24.051,34 €
INSTRUCTOR	1.486,89 €	80,69 €	59,90 €	21.946,09 €

Grupo II: COMPLEMENTARY SERVICE STAFF

SUBGROUP A: SPECIALISED STAFF LEVEL I & LEVEL II.

The salary of this staff will be equal to that of the qualified teacher at the level of education where their work is carried out.

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
SUBGROUP B: SUPPORT STAFF				
SUPERVISORY ASSISTANT	1.014,01 €	65,99 €	49,67 €	15.120,00 €
EXTRACURRICULAR ACTIVITY MONITOR	1.014,01 €	65,99 €	49,67 €	15.120,00 €

Grupo III: ADMINISTRATIVE STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
HEAD OF ADMINISTRATION OR SECRETARIAT	1.246,76 €	77,50 €	58,83 €	18.539,68 €
MANAGER	1.049,97 €	70,67 €	50,26 €	15.688,87 €
SKILLED STAFF	1.011,01 €	68,99 €	49,67 €	15.120,00 €
OFFICE ASSISTANT OR TELEPHONIST	1.015,35 €	64,65 €	49,67 €	15.120,00 €
FOREMAN / SUPERVISOR	1.147,87 €	74,07 €	54,27 €	17.107,11 €
APPRENTICE / TRAINEE	1.025,48 €	54,52 €	30,37 €	15.120,00 €

Grupo IV: ANCILLARY STAFF

CATEGORY	Base	Dedication S.P.P.	Prof. Dev	TOTAL
CARETAKER/HOUSEKEEPER	1.049,79 €	70,65 €	49,67 €	15.686,06 €
HEAD CHEF/SKILLED WORKER	1011,01 €	68,99 €	49,67 €	15.120,00 €
COOK	1.012,64 €	67,36 €	49,67 €	15.120,00 €
ATTENDANT/PORTER	1.014,00 €	66,00 €	49,67 €	15.120,00 €
ANCILLARY WORKER	1.015,35 €	64,65 €	49,67 €	15.120,00 €
COOK ASSISTANT OR CLERK	1.039,44 €	40,56 €	30,31 €	15.120,00 €

TEMPORARY MANAGEMENT POSITIONS

CATEGORY	Base	Temp Post. SUPP	Dedication S.P.P.	Prof. Dev	Dedication S.P.P./POS	TOTAL
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.649,94 €	315,48 €	91,51 €	58,25 €	21,50 €	28.797,03 €
DEPUTY HEAD/ VICE PRINCIPAL	1.649,94 €	291,96 €	91,51 €	58,25 €	18,93 €	28.467,79 €
HEAD OF STUDIES	1.649,94 €	262,68 €	91,51 €	58,25 €	17,90 €	28.057,83 €
HEAD OF DEPARTMENT	1.649,94 €	233,62 €	91,51 €	58,25 €	15,91 €	27.650,97 €
PRIMARY / 1ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.649,94 €	315,48 €	91,51 €	58,25 €	21,50 €	28.797,03 €
DEPUTY HEAD/ VICE PRINCIPAL	1.649,94 €	291,96 €	91,51 €	58,25 €	18,93 €	28.467,79 €
HEAD OF STUDIES	1.649,94 €	262,68 €	91,51 €	58,25 €	17,90 €	28.057,83 €
HEAD OF DEPARTMENT	1.649,94 €	233,62 €	91,51 €	58,25 €	15,91 €	27.650,97 €

CATEGORY	Base	Temp Post. SUPP	Dedication S.P.P.	Prof. Dev	Dedication S.P.P./POS	TOTAL
2ND CYCLE OF COMULSORY SECONDARY ED. & SIXTH-FORM						
DIRECTOR/PRINCIPAL	1.764,66 €	474,92 €	95,48 €	74,12 €	31,79 €	32.690,86 €
DEPUTY HEAD/ VICE PRINCIPAL	1.764,66 €	417,34 €	95,48 €	74,12 €	27,90 €	31.884,83 €
HEAD OF STUDIES	1.764,66 €	417,34 €	95,48 €	74,12 €	27,90 €	31.884,83 €
HEAD OF DEPARTMENT	1.764,66 €	338,94 €	95,48 €	74,12 €	22,66 €	30.787,12 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR/PRINCIPAL	1.667,80 €	372,03 €	92,14 €	59,37 €	26,55 €	29.847,59 €
DEPUTY HEAD/ VICE PRINCIPAL	1.667,80 €	344,99 €	92,14 €	59,37 €	24,59 €	29.468,97 €
HEAD OF STUDIES	1.667,80 €	318,38 €	92,14 €	59,37 €	22,73 €	29.096,41 €
HEAD OF DEPARTMENT	1.667,80 €	291,64 €	92,14 €	59,37 €	20,85 €	28.722,07 €
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.736,43 €	440,13 €	95,48 €	74,44 €	31,97 €	31.808,70 €
DEPUTY HEAD/ VICE PRINCIPAL	1.736,43 €	386,79 €	95,48 €	74,44 €	28,04 €	31.061,95 €
HEAD OF STUDIES	1.736,43 €	369,73 €	95,48 €	74,44 €	27,12 €	30.823,04 €
HEAD OF DEPARTMENT	1.736,43 €	314,88 €	95,48 €	74,44 €	22,83 €	30.055,16 €

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