

ITALY

TEACHERS

Decision making levels for setting teachers' basic statutory salaries in public schools		Salaries in the private sector
Pre-primary education	Central level	Private schools have autonomy to decide on teachers' salaries.
Primary education	Central level	
General lower secondary education	Central level	
General upper secondary education	Central level	

Annual gross salaries of full time fully qualified teachers in public schools				The average number of years that a reference teacher must complete to obtain the maximum basic statutory salary is: 35 years.
	Basic statutory salary		Average actual salary	
	Minimum EUR	Maximum EUR	EUR	
Pre-primary	23 051	33 884	29 673	Data on statutory salaries come from the National Collective Contract. Data on actual salaries are from the national administrative register of all the monthly payrolls of individual teacher. The annual amount is estimated from the available payrolls from September 2015 to April 2016
Primary	23 051	33 884	29 673	
Lower secondary	24 849	37 211	30 618	
Upper secondary (teachers obtained Laurea/Master's degree)	24 849	38 901	32 294	
Upper secondary (teachers completed non-university studies)	23 051	34 854		

Salary increase/decrease	Salary allowances for teachers	Decision making levels
2015/16: No change: Salary freeze.	<p>Further formal qualifications n/a</p> <p>Further CPD qualifications n/a</p> <p>Positive teaching performance appraisal or students' results n/a</p> <p>Additional responsibilities It depends on the number of hours allocated to the activities involved within in-school contractual negotiations.</p> <p>Geographical location (high cost of living, disadvantaged or remote area) Schools participating in so-called 'disadvantaged areas' projects autonomously allocate the specifically assigned funds among all involved teachers.</p> <p>Teaching pupils/students with special education needs or challenging circumstances n/a</p> <p>Participation in extracurricular activities It depends on the number of hours.</p> <p>Overtime It depends on the number of hours.</p> <p>Other n/a</p>	<p>School</p> <p>School</p> <p>School</p> <p>School</p> <p>School</p>

ITALY

SCHOOL HEADS

Decision making levels for setting school heads' basic statutory salaries in public schools	
Pre-primary education	Central level
Primary education	Central level
General lower secondary education	Central level
General upper secondary education	Central level

Salaries in the private sector
Private schools have autonomy to decide on school heads' salaries.

Annual gross salaries of full time fully qualified school heads in public schools				Data on statutory salaries are from the National Collective Contract and are referred only at the fixed part. Data on actual salaries come from the national administrative register of all the monthly payrolls of individual school managers. As each school generally comprises several levels, it is not possible to give actual figures separately for each level. The annual amount is estimated from the available payrolls from September 2015 to April 2016.
	Basic statutory salary		Average actual salary EUR	
	Minimum EUR	Maximum EUR		
Pre-primary	n/a	n/a	n/a	
Primary	47 167	47 167	63 638	
Lower secondary	47 167	47 167	63 638	
Upper secondary	47 167	47 167	63 638	

Salary allowances for school heads	Decision making levels
Further formal qualifications n/a	
Further CPD qualifications n/a	
Positive teaching/management performance appraisal An evaluation system for school heads is being set up. In the meantime, each region shares among school managers 15/85 % of the yearly amount available at regional level to compensate school principals for the complexity of the school community they operate in.	Regional
Additional responsibilities n/a	
Geographical location (high cost of living, disadvantaged or remote area) n/a	
Teaching/coordinating classes with pupils/students with special education needs or challenging circumstances n/a	
Participation in extracurricular activities n/a	
Overtime n/a	
Other There are additional allowances that depend on the complexity of schools and are defined at regional level.	Regional