

XII



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

Pay Scales



¿Ya sabes todo lo que **FSIE** te ofrece?

Entra en nuestra web www.fsie.es y síguenos en nuestras redes sociales



VENTAJAS EXCLUSIVAS
PARA AFILIADOS,
FORMACIÓN ESPECÍFICA PARA
TRABAJADORES DEL SECTOR,
INFORMACIÓN SOBRE
CONVENIOS Y LEGISLACIÓN,
Y MUCHO MÁS...

“POR NUESTROS
DERECHOS EN UNA
SOCIEDAD LIBRE
Y PLURAL”



SOMOS PROFESIONALES COMO TÚ #SOMOSFSIE



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

B.O.E. 26th of july 2024





FSIE © 2024 FSIE

Edita:

Federación de Sindicatos Independientes de Enseñanza (FSIE).

Calle Valverde 13, 4º planta. 28004 Madrid.

Depósito Legal: M-15513-2024

INDEX

ANNEX III:

• Pay scales 2024	<u>6</u>
• Pay scales 2025	<u>10</u>
• Pay scales 2026	<u>14</u>

ANNEX IV:

Pay scales of schools that were regulated by Annex IV of the XI Collective Agreement governing non-subsidised private schools.....	<u>18</u>
• Pay scales 2024	<u>19</u>
• Pay scales 2025	<u>26</u>
• Pay scales 2026	<u>32</u>

WHERE WE ARE	<u>38</u>
---------------------------	-----------

ANNEX III

PAY SCALES 2024

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	1.520,03 €	68,59 €	278,17 €	116,35 €	29.472,77 €	74,75 €
DEPUTY HEAD/VICE PRINCIPAL	1.520,04 €	68,59 €	267,59 €	116,35 €	29.314,24 €	71,98 €
QUALIFIED TEACHER	1.520,03 €	68,59 €	-	116,35 €	25.300,21 €	52,32 €
INFANT TEACHER	1.012,40 €	57,53 €	-	116,35 €	17.564,12 €	48,92 €
INSTRUCTOR	1.009,93 €	46,83 €	-	116,35 €	17.409,37 €	45,53 €
PRIMARY / 1 ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.520,03 €	68,59 €	278,17 €	116,35 €	29.472,77 €	74,75 €
DEPUTY HEAD/ VICE PRINCIPAL	1.520,04 €	68,59 €	267,59 €	116,35 €	29.314,24 €	71,98 €
HEAD OF STUDIES	1.520,03 €	68,59 €	231,60 €	116,35 €	28.774,20 €	70,92 €
HEAD OF DEPARTMENT	1.520,03 €	68,59 €	206,01 €	116,35 €	28.390,41 €	69,01 €
QUALIFIED TEACHER	1.520,03 €	68,59 €	-	116,35 €	25.300,21 €	52,32 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.220,06 €	55,81 €	-	116,35 €	20.659,91 €	42,07 €
INSTRUCTOR	1.109,46 €	51,06 €	-	116,35 €	18.948,78 €	42,07 €



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	1.598,85 €	74,30 €	405,15 €	116,35 €	32.622,45 €	97,51 €
DEPUTY HEAD/ VICE PRINCIPAL	1.598,85 €	74,30 €	356,06 €	116,35 €	31.886,01 €	94,24 €
HEAD OF STUDIES	1.598,86 €	74,30 €	342,36 €	116,35 €	31.680,75 €	91,50 €
HEAD OF DEPARTMENT	1.598,86 €	74,30 €	289,14 €	116,35 €	30.882,50 €	88,87 €
QUALIFIED TEACHER	1.598,85 €	74,30 €	-	116,35 €	26.545,18 €	65,55 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.509,93 €	70,93 €	-	116,35 €	25.174,45 €	54,60 €
WORKSHOP OR LABORATORY TECHNICIAN	1.484,02 €	69,94 €	-	116,35 €	24.774,80 €	53,87 €
INSTRUCTOR	1.364,03 €	65,40 €	-	116,35 €	22.925,12 €	52,68 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR /PRINCIPAL	1.508,73 €	69,92 €	328,02 €	116,35 €	30.065,55 €	76,33 €
DEPUTY HEAD/ VICE PRINCIPAL	1.508,73 €	68,38 €	304,21 €	116,35 €	29.691,37 €	75,58 €
HEAD OF STUDIES	1.508,73 €	68,38 €	280,73 €	116,35 €	29.339,21 €	72,69 €
HEAD OF DEPARTMENT	1.508,72 €	68,38 €	257,15 €	116,35 €	28.985,42 €	70,76 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.508,73 €	68,38 €	-	116,35 €	25.128,29 €	50,23 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.247,76 €	52,31 €	-	116,35 €	21.037,04 €	45,02 €
INSTRUCTOR	1.106,46 €	43,59 €	-	116,35 €	18.821,62 €	40,67 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.566,03 €	73,55 €	395,02 €	116,35 €	31.970,02 €	94,60 €
DEPUTY HEAD/VICE PRINCIPAL	1.566,03 €	73,55 €	346,50 €	116,35 €	31.242,26 €	90,79 €
HEAD OF STUDIES	1.566,05 €	73,55 €	334,63 €	116,35 €	31.064,38 €	89,73 €
HEAD OF DEPARTMENT	1.566,05 €	73,55 €	282,08 €	116,35 €	30.276,14 €	85,58 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.566,03 €	73,55 €	-	116,35 €	26.044,72 €	63,11 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.454,04 €	68,43 €	-	116,35 €	24.308,51 €	51,97 €
INSTRUCTOR	1.336,94 €	63,06 €	-	116,35 €	22.492,97 €	50,77 €

Group II: COMPLEMENTARY SERVICE STAFF

CATEGORY	Base (15)	C. SMI	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
SUBGROUP A: SPECIALISED STAFF						
LEVEL I	1.527,40 €	-	-	116,35 €	24.656,17 €	65,55 €
LEVEL II	1.450,30 €	-	-	116,35 €	23.499,70 €	52,30 €
SUBGROUP B: SUPPORT STAFF						
EXTRACURRICULAR ACTIVITY MONITOR	926,93 €	15,12 €	-	116,35 €	15.876,00 €	42,60 €
SUPERVISORY ASSISTANT	926,93 €	15,12 €	-	116,35 €	15.876,00 €	42,60 €



Group III: ADMINISTRATIVE STAFF

CATEGORY	Base (15)	C. SMI	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
HEAD OF ADMINISTRATION	1.091,84 €	-	-	116,35 €	18.122,80 €	53,05 €
ADMINISTRATIVE ASSOCIATE	996,30 €	-	-	116,35 €	16.689,76 €	48,86 €
CLERK	926,93 €	15,12 €	-	116,35 €	15.876,00 €	44,74 €
OFFICE ASSISTANT	926,93 €	15,12 €	-	116,35 €	15.876,00 €	44,74 €

Group IV: ANCILLARY STAFF

CATEGORY	Base (15)	C. SMI	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
CARETAKER / HOUSEKEEPER	926,93 €	15,12 €	-	116,35 €	15.876,00 €	44,74 €
HEAD CHEF/ SKILLED WORKER	926,93 €	15,12 €	-	116,35 €	15.876,00 €	44,74 €
COOK	926,93 €	15,12 €	-	116,35 €	15.876,00 €	44,74 €
ATTENDANT/ PORTER	926,93 €	15,12 €	-	116,35 €	15.876,00 €	44,74 €
ANCILLARY WORKER	926,93 €	15,12 €	-	116,35 €	15.876,00 €	44,74 €

PAY SCALES 2025

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	1.573,23 €	71,00 €	287,91 €	120,42 €	30.504,32 €	77,36 €
DEPUTY HEAD/VICE PRINCIPAL	1.573,24 €	71,00 €	276,96 €	120,42 €	30.340,24 €	74,50 €
QUALIFIED TEACHER	1.573,23 €	71,00 €	-	120,42 €	26.185,72 €	54,15 €
INFANT TEACHER	1.047,84 €	59,55 €	-	120,42 €	18.178,86 €	50,63 €
INSTRUCTOR	1.045,28 €	48,47 €	-	120,42 €	18.018,69 €	47,13 €
PRIMARY / 1 ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.573,23 €	71,00 €	287,91 €	120,42 €	30.504,32 €	77,36 €
DEPUTY HEAD/ VICE PRINCIPAL	1.573,24 €	71,00 €	276,96 €	120,42 €	30.340,24 €	74,50 €
HEAD OF STUDIES	1.573,23 €	71,00 €	239,71 €	120,42 €	29.781,30 €	73,40 €
HEAD OF DEPARTMENT	1.573,23 €	71,00 €	213,22 €	120,42 €	29.384,07 €	71,43 €
QUALIFIED TEACHER	1.573,23 €	71,00 €	-	120,42 €	26.185,72 €	54,15 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.262,76 €	57,76 €	-	120,42 €	21.383,01 €	43,54 €
INSTRUCTOR	1.148,29 €	52,85 €	-	120,42 €	19.611,98 €	43,54 €



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	1.654,81 €	76,90 €	419,33 €	120,42 €	33.764,24 €	100,93 €
DEPUTY HEAD/ VICE PRINCIPAL	1.654,81 €	76,90 €	368,52 €	120,42 €	33.002,02 €	97,53 €
HEAD OF STUDIES	1.654,82 €	76,90 €	354,34 €	120,42 €	32.789,58 €	94,71 €
HEAD OF DEPARTMENT	1.654,82 €	76,90 €	299,26 €	120,42 €	31.963,39 €	91,98 €
QUALIFIED TEACHER	1.654,81 €	76,90 €	-	120,42 €	27.474,26 €	67,84 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.562,78 €	73,42 €	-	120,42 €	26.055,56 €	56,52 €
WORKSHOP OR LABORATORY TECHNICIAN	1.535,96 €	72,39 €	-	120,42 €	25.641,92 €	55,76 €
INSTRUCTOR	1.411,77 €	67,69 €	-	120,42 €	23.727,50 €	54,52 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR /PRINCIPAL	1.561,54 €	72,36 €	339,50 €	120,42 €	31.117,85 €	79,00 €
DEPUTY HEAD/ VICE PRINCIPAL	1.561,54 €	70,77 €	314,85 €	120,42 €	30.730,56 €	78,22 €
HEAD OF STUDIES	1.561,54 €	70,77 €	290,55 €	120,42 €	30.366,09 €	75,24 €
HEAD OF DEPARTMENT	1.561,52 €	70,77 €	266,15 €	120,42 €	29.999,91 €	73,24 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.561,54 €	70,77 €	-	120,42 €	26.007,78 €	51,99 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.291,43 €	54,14 €	-	120,42 €	21.773,34 €	46,59 €
INSTRUCTOR	1.145,19 €	45,11 €	-	120,42 €	19.480,38 €	42,09 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.620,85 €	76,12 €	408,85 €	120,42 €	33.088,97 €	97,91 €
DEPUTY HEAD/VICE PRINCIPAL	1.620,85 €	76,12 €	358,63 €	120,42 €	32.335,74 €	93,97 €
HEAD OF STUDIES	1.620,86 €	76,12 €	346,35 €	120,42 €	32.151,64 €	92,87 €
HEAD OF DEPARTMENT	1.620,86 €	76,12 €	291,96 €	120,42 €	31.335,80 €	88,57 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.620,85 €	76,12 €	-	120,42 €	26.956,28 €	65,32 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.504,93 €	70,83 €	-	120,42 €	25.159,31 €	53,79 €
INSTRUCTOR	1.383,73 €	65,27 €	-	120,42 €	23.280,23 €	52,55 €

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	1.580,86 €	-	-	120,42 €	25.519,14 €	67,84 €
LEVEL II	1.501,06 €	-	-	120,42 €	24.322,19 €	54,13 €
SUBGROUP B: SUPPORT STAFF						
EXTRACURRICULAR ACTIVITY MONITOR	959,38 €	-	-	120,42 €	16.196,92 €	44,09 €
SUPERVISORY ASSISTANT	959,38 €	-	-	120,42 €	16.196,92 €	44,09 €

Group III: ADMINISTRATIVE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
HEAD OF ADMINISTRATION	1.130,05 €	-	-	120,42 €	18.757,10 €	54,91 €
ADMINISTRATIVE ASSOCIATE	1.031,17 €	-	-	120,42 €	17.273,90 €	50,57 €
CLERK	959,38 €	-	-	120,42 €	16.196,92 €	46,30 €
OFFICE ASSISTANT	959,38 €	-	-	120,42 €	16.196,92 €	46,30 €

Group IV: ANCILLARY STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
CARETAKER / HOUSEKEEPER	959,38 €	-	-	120,42 €	16.196,92 €	46,30 €
HEAD CHEF/ SKILLED WORKER	959,38 €	-	-	120,42 €	16.196,92 €	46,30 €
COOK	959,38 €	-	-	120,42 €	16.196,92 €	46,30 €
ATTENDANT/ PORTER	959,38 €	-	-	120,42 €	16.196,92 €	46,30 €
ANCILLARY WORKER	959,38 €	-	-	120,42 €	16.196,92 €	46,30 €

PAY SCALES 2026

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	1.620,43 €	73,13 €	296,54 €	124,03 €	31.419,45 €	79,69 €
DEPUTY HEAD/VICE PRINCIPAL	1.620,44 €	73,13 €	285,27 €	124,03 €	31.250,44 €	76,74 €
QUALIFIED TEACHER	1.620,43 €	73,13 €	-	124,03 €	26.971,29 €	55,78 €
INFANT TEACHER	1.079,27 €	61,33 €	-	124,03 €	18.724,23 €	52,15 €
INSTRUCTOR	1.076,64 €	49,93 €	-	124,03 €	18.559,26 €	48,54 €
PRIMARY / 1 ST CYCLE OF COMPULSORY SECONDARY ED.						
DIRECTOR/PRINCIPAL	1.620,43 €	73,13 €	296,54 €	124,03 €	31.419,45 €	79,69 €
DEPUTY HEAD/ VICE PRINCIPAL	1.620,44 €	73,13 €	285,27 €	124,03 €	31.250,44 €	76,74 €
HEAD OF STUDIES	1.620,43 €	73,13 €	246,90 €	124,03 €	30.674,74 €	75,61 €
HEAD OF DEPARTMENT	1.620,43 €	73,13 €	219,62 €	124,03 €	30.265,60 €	73,57 €
QUALIFIED TEACHER	1.620,43 €	73,13 €	-	124,03 €	26.971,29 €	55,78 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.300,64 €	59,49 €	-	124,03 €	22.024,50 €	44,85 €
INSTRUCTOR	1.182,74 €	54,44 €	-	124,03 €	20.200,34 €	44,85 €

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	1.704,45 €	79,21 €	431,91 €	124,03 €	34.777,16 €	103,96 €
DEPUTY HEAD/ VICE PRINCIPAL	1.704,45 €	79,21 €	379,57 €	124,03 €	33.992,08 €	100,46 €
HEAD OF STUDIES	1.704,46 €	79,21 €	364,97 €	124,03 €	33.773,26 €	97,55 €
HEAD OF DEPARTMENT	1.704,46 €	79,21 €	308,24 €	124,03 €	32.922,29 €	94,74 €
QUALIFIED TEACHER	1.704,45 €	79,21 €	-	124,03 €	28.298,49 €	69,87 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.609,66 €	75,62 €	-	124,03 €	26.837,23 €	58,21 €
WORKSHOP OR LABORATORY TECHNICIAN	1.582,04 €	74,56 €	-	124,03 €	26.411,18 €	57,43 €
INSTRUCTOR	1.454,13 €	69,72 €	-	124,03 €	24.439,32 €	56,16 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR /PRINCIPAL	1.608,38 €	74,54 €	349,69 €	124,03 €	32.051,38 €	81,37 €
DEPUTY HEAD/ VICE PRINCIPAL	1.608,38 €	72,89 €	324,30 €	124,03 €	31.652,48 €	80,57 €
HEAD OF STUDIES	1.608,38 €	72,89 €	299,27 €	124,03 €	31.277,07 €	77,49 €
HEAD OF DEPARTMENT	1.608,37 €	72,89 €	274,14 €	124,03 €	30.899,91 €	75,43 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.608,38 €	72,89 €	-	124,03 €	26.788,01 €	53,55 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.330,18 €	55,76 €	-	124,03 €	22.426,54 €	47,99 €
INSTRUCTOR	1.179,55 €	46,47 €	-	124,03 €	20.064,79 €	43,36 €

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.669,47 €	78,40 €	421,11 €	124,03 €	34.081,64 €	100,84 €
DEPUTY HEAD/VICE PRINCIPAL	1.669,47 €	78,40 €	369,39 €	124,03 €	33.305,82 €	96,79 €
HEAD OF STUDIES	1.669,48 €	78,40 €	356,74 €	124,03 €	33.116,19 €	95,66 €
HEAD OF DEPARTMENT	1.669,48 €	78,40 €	300,72 €	124,03 €	32.275,88 €	91,23 €
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.669,47 €	78,40 €	-	124,03 €	27.764,97 €	67,28 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.550,08 €	72,95 €	-	124,03 €	25.914,09 €	55,40 €
INSTRUCTOR	1.425,24 €	67,23 €	-	124,03 €	23.978,63 €	54,12 €

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	1.628,28 €	-	-	124,03 €	26.284,71 €	69,87 €
LEVEL II	1.546,09 €	-	-	124,03 €	25.051,86 €	55,75 €
SUBGROUP B: SUPPORT STAFF						
EXTRACURRICULAR ACTIVITY MONITOR	988,16 €	-	-	124,03 €	16.682,83 €	45,42 €
SUPERVISORY ASSISTANT	988,16 €	-	-	124,03 €	16.682,83 €	45,42 €

Group III: ADMINISTRATIVE STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
HEAD OF ADMINISTRATION	1.163,96 €	-	-	124,03 €	19.319,81 €	56,56 €
ADMINISTRATIVE ASSOCIATE	1.062,11 €	-	-	124,03 €	17.792,12 €	52,08 €
CLERK	988,16 €	-	-	124,03 €	16.682,83 €	47,69 €
OFFICE ASSISTANT	988,16 €	-	-	124,03 €	16.682,83 €	47,69 €

Group IV: ANCILLARY STAFF

CATEGORY	Base (15)	Productivity (11)	Temp. Pos. Supp. (15)	Transport bonus (11)	TOTAL	Prof. Dev. (15)
CARETAKER / HOUSEKEEPER	988,16 €	-	-	124,03 €	16.682,83 €	47,69 €
HEAD CHEF/ SKILLED WORKER	988,16 €	-	-	124,03 €	16.682,83 €	47,69 €
COOK	988,16 €	-	-	124,03 €	16.682,83 €	47,69 €
ATTENDANT/ PORTER	988,16 €	-	-	124,03 €	16.682,83 €	47,69 €
ANCILLARY WORKER	988,16 €	-	-	124,03 €	16.682,83 €	47,69 €

ANNEX IV

Pay scales of schools that were regulated by Annex IV of the XI 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.



Pay scales 2024

Group I: TEACHING STAFF

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
EARLY YEARS STAGE						
QUALIFIED TEACHER/WORKSHOP OR LABORATORY HEAD	1.707,68 €	-	94,72 €	60,29 €	-	25.233,60 €
INFANT TEACHER	1.178,63 €	-	76,32 €	60,29 €	-	17.569,37 €
INSTRUCTOR	1.178,63 €	-	76,32 €	52,43 €	-	17.569,37 €
PRIMARY/1ST & 2ND ESO-SECONDARY						
QUALIFIED TEACHER/WORKSHOP OR LABORATORY HEAD	1.707,68 €	-	94,72 €	60,29 €	-	25.233,60 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.397,16 €	-	83,92 €	48,57 €	-	20.735,10 €
INSTRUCTOR	1.282,09 €	-	79,93 €	48,57 €	-	19.068,30 €

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
3RD & 4TH ESO/SIXTH FORM						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.826,42 €	-	98,83 €	76,72 €	-	26.953,49 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.732,07 €	-	95,55 €	63,93 €	-	25.586,60 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.732,07 €	-	95,55 €	63,93 €	-	25.586,60 €
INSTRUCTOR	1.577,41 €	-	90,17 €	63,93 €	-	23.346,15 €
SIXTH FORM / UPPER SECONDARY SUPPLEMENT: FOR TEACHING FULL TIME AT THIS LEVEL IN ALL 14 PAYMENTS	115,77 €	-	-	-	-	-
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.726,18 €	-	95,36 €	61,45 €	-	25.501,52 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.479,62 €	-	86,79 €	55,03 €	-	21.929,84 €
ASSISTANT WORKSHOP OR LABORATORY TEACHER	1.479,62 €	-	86,79 €	55,03 €	-	21.929,84 €
INSTRUCTOR	1.323,94 €	-	81,38 €	49,69 €	-	19.674,55 €



CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
VOCATIONAL TRAINING - HIGHER LEVEL						
QUALIFIED TEACHER/WORKSHOP OR LABORATORY HEAD	1.797,21 €	-	91,60 €	77,04 €	-	26.443,33 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.689,85 €	-	88,24 €	64,26 €	-	24.893,14 €
WORKSHOP OR LABORATORY ASSISTANT TEACHER	1.689,85 €	-	88,24 €	64,26 €	-	24.893,14 €
INSTRUCTOR	1.538,93 €	-	83,51 €	61,99 €	-	22.714,20 €

Group II: COMPLEMENTARY SERVICE STAFF

SUBGROUP A:

Specialised personnel at levels I and II. The wages of this staff are the same as a qualified teacher in the same teaching stage

CATEGORY	Base	MIN WAGE SUPP	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
SUBGROUP B: SUPPORT STAFF						
SUPERVISORY ASSISTANT	1.049,50 €	16,20 €	68,30 €	51,41 €	-	15.876,00 €
EXTRACURRICULAR ACTIVITY MONITOR	1.049,50 €	16,20 €	68,30 €	51,41 €	-	15.876,00 €

Grupo III: ADMINISTRATIVE STAFF

CATEGORY	Base	MIN WAGE SUPP	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
HEAD OF ADMIN / OR SECRETARY'S OFFICE	1.290,40 €	-	80,21 €	60,89 €	-	19.188,57 €
ADMINISTRATIVE ASSOCIATE	1.086,71 €	-	73,14 €	52,01 €	-	16.237,98 €
CLERK/AO	1.046,40 €	16,20 €	71,40 €	51,41 €	-	15.876,00 €
OFFICE ASSISTANT OR TELEPHONIST	1.050,89 €	16,20 €	66,91 €	51,41 €	-	15.876,00 €
PROCUREMENT MANAGER	1.188,04 €	-	76,66 €	56,17 €	-	17.705,86 €
TRAINEE	1.061,37 €	16,20 €	56,43 €	31,43 €	-	15.876,00 €



Grupo IV: ANCILLARY STAFF

CATEGORY	Base	MIN WAGE SUPP	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
CARETAKER	1.086,53 €	-	73,12 €	51,41 €	-	16.235,07 €
HEAD CHEF, SKILLED WORKER	1.046,40 €	16,20 €	71,40 €	51,41 €	-	15.876,00 €
COOK	1.048,08 €	16,20 €	69,72 €	51,41 €	-	15.876,00 €
ATTENDANT/PORTER	1.049,49 €	16,20 €	68,31 €	51,41 €	-	15.876,00 €
GENERAL MAINTENANCE	1.050,89 €	16,20 €	66,91 €	51,41 €	-	15.876,00 €
KITCHEN PORTER/ ERRAND PERSON	1.075,82 €	16,20 €	41,98 €	31,37 €	-	15.876,00 €

TEMPORARY MANAGEMENT POSITIONS/POSTS OF RESPONSIBILITY

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev / Post	TOTAL
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.707,68 €	326,52 €	94,72 €	60,29 €	22,25 €	29.804,93 €
DEPUTY HEAD/ VICE PRINCIPAL	1.707,68 €	302,18 €	94,72 €	60,29 €	19,60 €	29.464,16 €
HEAD OF STUDIES	1.707,68 €	271,88 €	94,72 €	60,29 €	18,53 €	29.039,85 €
HEAD OF DEPARTMENT	1.707,68 €	241,80 €	94,72 €	60,29 €	16,47 €	28.618,75 €
PRIMARY / 1 ST & 2 ND ESO-SECONDARY						
DIRECTOR/PRINCIPAL	1.707,68 €	326,52 €	94,72 €	60,29 €	22,25 €	29.804,93 €
DEPUTY HEAD/ VICE PRINCIPAL	1.707,68 €	302,18 €	94,72 €	60,29 €	19,60 €	29.464,16 €
HEAD OF STUDIES	1.707,68 €	271,88 €	94,72 €	60,29 €	18,53 €	29.039,85 €
HEAD OF DEPARTMENT	1.707,68 €	241,80 €	94,72 €	60,29 €	16,47 €	28.618,75 €

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
SECOND CYCLE OF SECONDARY ESO/SIXTH FORM						
DIRECTOR/PRINCIPAL	1.826,42 €	491,54 €	98,83 €	76,72 €	32,90 €	33.835,04 €
DEPUTY HEAD/ VICE PRINCIPAL	1.826,42 €	431,95 €	98,83 €	76,72 €	28,88 €	33.000,80 €
HEAD OF STUDIES	1.826,42 €	431,95 €	98,83 €	76,72 €	28,88 €	33.000,80 €
HEAD OF DEPARTMENT	1.826,42 €	350,80 €	98,83 €	76,72 €	23,46 €	31.864,66 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR/PRINCIPAL	1.726,18 €	385,05 €	95,36 €	61,45 €	27,48 €	30.892,25 €
DEPUTY HEAD/ VICE PRINCIPAL	1.726,18 €	357,06 €	95,36 €	61,45 €	25,46 €	30.500,38 €
HEAD OF STUDIES	1.726,18 €	329,52 €	95,36 €	61,45 €	23,52 €	30.114,78 €
HEAD OF DEPARTMENT	1.726,18 €	301,84 €	95,36 €	61,45 €	21,58 €	29.727,35 €
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.797,21 €	455,54 €	98,83 €	77,04 €	33,08 €	32.922,00 €
DEPUTY HEAD/ VICE PRINCIPAL	1.797,21 €	400,33 €	98,83 €	77,04 €	29,02 €	32.149,12 €
HEAD OF STUDIES	1.797,21 €	382,67 €	98,83 €	77,04 €	28,07 €	31.901,85 €
HEAD OF DEPARTMENT	1.797,21 €	325,90 €	98,83 €	77,04 €	23,63 €	31.107,09 €

PAY SCALES 2025**Group I: TEACHING STAFF**

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
EARLY YEARS STAGE						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.767,45 €	-	98,03 €	62,40 €	-	26.116,77 €
INFANT TEACHER	1.219,89 €	-	78,99 €	62,40 €	-	18.184,29 €
INSTRUCTOR	1.219,89 €	-	78,99 €	54,26 €	-	18.184,29 €
PRIMARY/1ST & 2ND ESO-SECONDARY						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.767,45 €	-	98,03 €	62,40 €	-	26.116,77 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.446,06 €	-	86,86 €	50,27 €	-	21.460,83 €
INSTRUCTOR	1.326,97 €	-	82,73 €	50,27 €	-	19.735,69 €
3RD & 4TH ESO/SIXTH FORM						
QUALIFIED TEACHER/WORKSHOP OR LABORATORY HEAD	1.890,35 €	-	102,28 €	79,40 €	-	27.896,86 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.792,69 €	-	98,89 €	66,17 €	-	26.482,13 €
WORKSHOP OR LABORATORY ASSISTANT TEACHER	1.792,69 €	-	98,89 €	66,17 €	-	26.482,13 €
INSTRUCTOR	1.632,62 €	-	93,33 €	66,17 €	-	24.163,27 €
SUPPLEMENT FOR TEACHING IN SIXTH FORM-FULL TIME, PAYABLE IN EACH OF 14 WAGE INSTALMENTS	119,82 €	-	-	-	-	-



CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.786,59 €	-	98,70 €	63,60 €	-	26.394,08 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.531,41 €	-	89,83 €	56,96 €	-	22.697,39 €
WORKSHOP OR LABORATORY ASSISTANT TEACHER	1.531,41 €	-	89,83 €	56,96 €	-	22.697,39 €
INSTRUCTOR	1.370,28 €	-	84,23 €	51,43 €	-	20.363,16 €
VOCATIONAL TRAINING - HIGHER LEVEL						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.860,11 €	-	94,81 €	79,74 €	-	27.368,85 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.748,99 €	-	91,32 €	66,50 €	-	25.764,40 €
WORKSHOP OR LABORATORY ASSISTANT TEACHER	1.748,99 €	-	91,32 €	66,50 €	-	25.764,40 €
INSTRUCTOR	1.592,79 €	-	86,44 €	64,16 €	-	23.509,20 €

Group II: COMPLEMENTARY SERVICE STAFF**SUBGROUP A:**

Specialised personnel at levels I and II. The wages of this staff are the same as a qualified teacher in the same teaching stage.

CATEGORY	Base	MIN WAGE SUPP	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
SUBGROUP B: SUPPORT STAFF						
SUPERVISORY ASSISTANT	1.086,23 €	-	70,69 €	53,21 €	-	16.196,92 €
EXTRACURRICULAR ACTIVITY MONITOR	1.086,23 €	-	70,69 €	53,21 €	-	16.196,92 €

Group III: ADMINISTRATIVE STAFF

CATEGORY	Base	MIN WAGE SUPP	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
HEAD OF ADMIN / OR SECRETARY'S OFFICE	1.335,56 €	-	83,02 €	63,02 €	-	19.860,17 €
ADMINISTRATIVE ASSOCIATE	1.124,75 €	-	75,70 €	53,83 €	-	16.806,31 €
CLERK/AO	1.083,02 €	-	73,90 €	53,21 €	-	16.196,92 €
OFFICE ASSISTANT OR TELEPHONIST	1.087,67 €	-	69,25 €	53,21 €	-	16.196,92 €
PROCUREMENT MANAGER	1.229,62 €	-	79,34 €	58,13 €	-	18.325,56 €
TRAINEE	1.098,52 €	-	58,40 €	32,53 €	-	16.196,92 €

Group IV: ANCILLARY STAFF

CATEGORY	Base	MIN WAGE SUPP	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
CARETAKER	1.124,56 €	-	75,68 €	53,21 €	-	16.803,30 €
HEAD CHEF, SKILLED WORKER	1.083,02 €	-	73,90 €	53,21 €	-	16.196,92 €
COOK	1.084,77 €	-	72,16 €	53,21 €	-	16.196,92 €
ATTENDANT/PORTER	1.086,22 €	-	70,70 €	53,21 €	-	16.196,92 €
GENERAL MAINTENANCE	1.087,67 €	-	69,25 €	53,21 €	-	16.196,92 €
KITCHEN PORTER/ ERRAND PERSON	1.113,47 €	-	43,45 €	32,47 €	-	16.196,92 €

TEMPORARY MANAGEMENT POSITIONS / POSTS OF RESPONSIBILITY

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.767,45 €	337,95 €	98,03 €	62,40 €	23,03 €	30.848,10 €
DEPUTY HEAD/ VICE PRINCIPAL	1.767,45 €	312,76 €	98,03 €	62,40 €	20,28 €	30.495,41 €
HEAD OF STUDIES	1.767,45 €	281,39 €	98,03 €	62,40 €	19,17 €	30.056,24 €
HEAD OF DEPARTMENT	1.767,45 €	250,26 €	98,03 €	62,40 €	17,05 €	29.620,41 €
PRIMARY/1ST & 2ND ESO-SECONDARY						
DIRECTOR/PRINCIPAL	1.767,45 €	337,95 €	98,03 €	62,40 €	23,03 €	30.848,10 €
DEPUTY HEAD/ VICE PRINCIPAL	1.767,45 €	312,76 €	98,03 €	62,40 €	20,28 €	30.495,41 €
HEAD OF STUDIES	1.767,45 €	281,39 €	98,03 €	62,40 €	19,17 €	30.056,24 €
HEAD OF DEPARTMENT	1.767,45 €	250,26 €	98,03 €	62,40 €	17,05 €	29.620,41 €

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
SECOND CYCLE OF SECONDARY ESO/SIXTH FORM						
DIRECTOR/PRINCIPAL	1.890,35 €	508,74 €	102,28 €	79,40 €	34,05 €	35.019,27 €
DEPUTY HEAD/ VICE PRINCIPAL	1.890,35 €	447,07 €	102,28 €	79,40 €	29,89 €	34.155,83 €
HEAD OF STUDIES	1.890,35 €	447,07 €	102,28 €	79,40 €	29,89 €	34.155,83 €
HEAD OF DEPARTMENT	1.890,35 €	363,08 €	102,28 €	79,40 €	24,28 €	32.979,93 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR/PRINCIPAL	1.786,59 €	398,53 €	98,70 €	63,60 €	28,44 €	31.973,48 €
DEPUTY HEAD/ VICE PRINCIPAL	1.786,59 €	369,56 €	98,70 €	63,60 €	26,35 €	31.567,89 €
HEAD OF STUDIES	1.786,59 €	341,05 €	98,70 €	63,60 €	24,34 €	31.168,80 €
HEAD OF DEPARTMENT	1.786,59 €	312,41 €	98,70 €	63,60 €	22,33 €	30.767,80 €
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.860,11 €	471,48 €	102,28 €	79,74 €	34,24 €	34.074,27 €
DEPUTY HEAD/VICE PRINCIPAL	1.860,11 €	414,34 €	102,28 €	79,74 €	30,03 €	33.274,34 €
HEAD OF STUDIES	1.860,11 €	396,06 €	102,28 €	79,74 €	29,05 €	33.018,41 €
HEAD OF DEPARTMENT	1.860,11 €	337,31 €	102,28 €	79,74 €	24,46 €	32.195,83 €

PAY SCALES 2026

Group I: TEACHING STAFF

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
EARLY YEARS STAGE						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.820,48 €	-	100,97 €	64,27 €	-	26.900,27 €
INFANT TEACHER	1.256,48 €	-	81,36 €	64,27 €	-	18.729,82 €
INSTRUCTOR	1.256,48 €	-	81,36 €	55,89 €	-	18.729,82 €
PRIMARY/1 ST & 2 ND ESO-SECONDARY						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.820,48 €	-	100,97 €	64,27 €	-	26.900,27 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.489,44 €	-	89,46 €	51,78 €	-	22.104,65 €
INSTRUCTOR	1.366,78 €	-	85,21 €	51,78 €	-	20.327,77 €

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
3RD & 4TH ESO/SIXTH FORM						
QUALIFIED TEACHER/WORKSHOP OR LABORATORY HEAD	1.947,06 €	-	105,35 €	81,78 €	-	28.733,76 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.846,47 €	-	101,86 €	68,15 €	-	27.276,60 €
WORKSHOP OR LABORATORY ASSISTANT TEACHER	1.846,47 €	-	101,86 €	68,15 €	-	27.276,60 €
INSTRUCTOR	1.681,60 €	-	96,13 €	68,15 €	-	24.888,17 €
SUPPLEMENT FOR TEACHING IN SIXTH FORM-FULL TIME, PAYABLE IN EACH OF 14 WAGE INSTALMENTS	123,41 €	-	-	-	-	-
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
QUALIFIED TEACHER/WORKSHOP OR LABORATORY HEAD	1.840,19 €	-	101,66 €	65,51 €	-	27.185,90 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.577,35 €	-	92,53 €	58,67 €	-	23.378,31 €
WORKSHOP OR LABORATORY ASSISTANT TEACHER	1.577,35 €	-	92,53 €	58,67 €	-	23.378,31 €
INSTRUCTOR	1.411,39 €	-	86,76 €	52,97 €	-	20.974,05 €

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
VOCATIONAL TRAINING - HIGHER LEVEL						
QUALIFIED TEACHER/ WORKSHOP OR LABORATORY HEAD	1.915,91 €	-	97,65 €	82,13 €	-	28.189,92 €
ASSISTANT TEACHER, TEACHING ASSISTANT OR AUXILIARY	1.801,46 €	-	94,06 €	68,50 €	-	26.537,33 €
WORKSHOP OR LABORATORY ASSISTANT TEACHER	1.801,46 €	-	94,06 €	68,50 €	-	26.537,33 €
INSTRUCTOR	1.640,58 €	-	89,03 €	66,09 €	-	24.214,47 €

Grupo II: COMPLEMENTARY SERVICE STAFF

SUBGROUP A:

Specialised personnel at levels I and II. The wages of this staff are the same as a qualified teacher in the same teaching stage.

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
SUBGROUP B: SUPPORT STAFF						
SUPERVISORY ASSISTANT	1.118,82 €	-	72,81 €	54,81 €	-	16.682,83 €
EXTRACURRICULAR ACTIVITY MONITOR	1.118,82 €	-	72,81 €	54,81 €	-	16.682,83 €



Grupo III: ADMINISTRATIVE STAFF

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
HEAD OF ADMIN / OR SECRETARY'S OFFICE	1.375,63 €	-	85,51 €	64,91 €	-	20.455,98 €
ADMINISTRATIVE ASSOCIATE	1.158,49 €	-	77,97 €	55,45 €	-	17.310,50 €
CLERK/AO	1.115,51 €	-	76,12 €	54,81 €	-	16.682,83 €
OFFICE ASSISTANT OR TELEPHONIST	1.120,30 €	-	71,33 €	54,81 €	-	16.682,83 €
PROCUREMENT MANAGER	1.266,51 €	-	81,72 €	59,88 €	-	18.875,33 €
TRAINEE	1.131,48 €	-	60,16 €	33,51 €	-	16.682,83 €

Grupo IV: ANCILLARY STAFF

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
CARETAKER	1.158,29 €	-	77,95 €	54,81 €	-	17.307,40 €
HEAD CHEF, SKILLED WORKER	1.115,51 €	-	76,12 €	54,81 €	-	16.682,83 €
COOK	1.117,31 €	-	74,32 €	54,81 €	-	16.682,83 €
ATTENDANT/PORTER	1.118,81 €	-	72,82 €	54,81 €	-	16.682,83 €
GENERAL MAINTENANCE	1.120,30 €	-	71,33 €	54,81 €	-	16.682,83 €
KITCHEN PORTER/ ERRAND PERSON	1.146,88 €	-	44,75 €	33,44 €	-	16.682,83 €

TEMPORARY MANAGEMENT POSITIONS/POSTS OF RESPONSIBILITY

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev / Post	TOTAL
EARLY YEARS STAGE						
DIRECTOR/PRINCIPAL	1.820,48 €	348,09 €	100,97 €	64,27 €	23,72 €	31.773,54 €
DEPUTY HEAD/ VICE PRINCIPAL	1.820,48 €	322,14 €	100,97 €	64,27 €	20,89 €	31.410,27 €
HEAD OF STUDIES	1.820,48 €	289,83 €	100,97 €	64,27 €	19,75 €	30.957,93 €
HEAD OF DEPARTMENT	1.820,48 €	257,77 €	100,97 €	64,27 €	17,56 €	30.509,02 €
PRIMARY/1ST & 2ND ESO-SECONDARY						
DIRECTOR/PRINCIPAL	1.820,48 €	348,09 €	100,97 €	64,27 €	23,72 €	31.773,54 €
DEPUTY HEAD/ VICE PRINCIPAL	1.820,48 €	322,14 €	100,97 €	64,27 €	20,89 €	31.410,27 €
HEAD OF STUDIES	1.820,48 €	289,83 €	100,97 €	64,27 €	19,75 €	30.957,93 €
HEAD OF DEPARTMENT	1.820,48 €	257,77 €	100,97 €	64,27 €	17,56 €	30.509,02 €

CATEGORY	Base	Temp post	Dedication Supp.	Prof Dev Supp	Prof Dev/ Post	TOTAL
SECOND CYCLE OF SECONDARY ESO/SIXTH FORM						
DIRECTOR/PRINCIPAL	1.947,06 €	524,01 €	105,35 €	81,78 €	35,07 €	36.069,85 €
DEPUTY HEAD/ VICE PRINCIPAL	1.947,06 €	460,48 €	105,35 €	81,78 €	30,78 €	35.180,51 €
HEAD OF STUDIES	1.947,06 €	460,48 €	105,35 €	81,78 €	30,78 €	35.180,51 €
HEAD OF DEPARTMENT	1.947,06 €	373,97 €	105,35 €	81,78 €	25,00 €	33.969,33 €
VOCATIONAL TRAINING - INTERMEDIATE LEVEL						
DIRECTOR/PRINCIPAL	1.840,19 €	410,48 €	101,66 €	65,51 €	29,29 €	32.932,69 €
DEPUTY HEAD/ VICE PRINCIPAL	1.840,19 €	380,65 €	101,66 €	65,51 €	27,14 €	32.514,93 €
HEAD OF STUDIES	1.840,19 €	351,28 €	101,66 €	65,51 €	25,07 €	32.103,86 €
HEAD OF DEPARTMENT	1.840,19 €	321,78 €	101,66 €	65,51 €	23,00 €	31.690,84 €
VOCATIONAL TRAINING - HIGHER LEVEL						
DIRECTOR/PRINCIPAL	1.915,91 €	485,63 €	105,35 €	82,13 €	35,27 €	35.096,50 €
DEPUTY HEAD/ VICE PRINCIPAL	1.915,91 €	426,77 €	105,35 €	82,13 €	30,93 €	34.272,57 €
HEAD OF STUDIES	1.915,91 €	407,94 €	105,35 €	82,13 €	29,92 €	34.008,96 €
HEAD OF DEPARTMENT	1.915,91 €	347,43 €	105,35 €	82,13 €	25,19 €	33.161,71 €

WHERE WE ARE

NATIONAL HEADQUARTERS

FSIE www.fsie.es

Valverde 13, 4º planta - 28004 Madrid |
915 716 745 | federacion@fsie.es

REGIONAL HEADQUARTERS

Andalucía www.fsieandalucia.es

Concepción, 4 (1ªA) - 14008 Córdoba |
957 498 158 | fsie.andalucia@fsie.es |

Almería

Costa de Almería, 33 (3ªA) - 04009 Almería |
607 700 065 | fsie.almeria@fsie.es

Cádiz

Avda. Ana de Viya, 3. Edificio Minerva (oficina 205) -
11009 Cádiz | 956 077 116 | fsiecadiz@fsie.es

Córdoba

Concepción, 4 (1ªA) - 14008 Córdoba |
957 498 158 | fsie.cordoba@fsie.es

Granada

Luis Amador, 26 (Cámara de Comercio) - 18014 Granada
| 647 923 274 | fsie.granada@fsie.es

Huelva

Maestro Salvador López, 18 – 3º B - 21003 Huelva
663 038 296 | fsie.huelva@fsie.es

Jaén

Virgen de la Capilla, 6 -1º A - 23001 Jaén |
953 237 070 | fsiejaen@fsie.es

Málaga

Plaza Manos Unidas, Nº 2 Local 1 - 29010 Málaga |
951 571 020 | fsie.malaga@fsie.es

Sevilla

Benito Mas y Prat, 5, 1ª planta, oficina 8 - 41005 Sevilla |
954 581 114 | fsie.sevilla@fsie.es

Aragón www.fsiearagon.es

Predicadores, 28 - 50003 Zaragoza |
976 438 233 | fsie.aragon@fsie.es

Huesca

Menéndez Pidal, 21 (oficina 8) - 22004 Huesca |
974 701 880 | fsie.huesca@fsie.es

Teruel

Ainsas, 7 (bajo) - 44001 Teruel |
670 225 758 | fsie.teruel@fsie.es

Zaragoza

Predicadores, 28 - 50003 Zaragoza |
976 438 233 | zaragoza@fsie.es

Asturias www.fsieasturias.es

Centro Cívico Comercial.
Concepción Arenal, s/n (local 20) - 33005 Oviedo |
985 255 447 | fsie.asturias@fsie.es

Baleares www.fsieillesbalears.es

Polígono Son Fuster
Ter, 27 (1º Dcha. - Despacho 8/D-8) - 07009 Palma
de Mallorca | 971 915 104 | fsie.baleares@fsie.es

Canarias www.fsiecanarias.es

Castrillo, 56 (bajo) - 35004 Las Palmas |
928 297 294 | fpalmas@fsie.es

Las Palmas

Castrillo, 56 (bajo) - 35004 Las Palmas |
928 297 294 | fpalmas@fsie.es

Tenerife

Obispo Rey Redondo, 37 (oficina 6) - 38201 San Cristóbal
de la Laguna (Tenerife) | 922 241 630 |
fsie.tenerife@fsie.es

Cantabria www.fsiecantabria.es

Cádiz, 14 (entrepantalla 14) - 39002 Santander |
942 228 513 | fsie.cantabria@fsie.es

Castilla-La Mancha www.fsieclm.es

La Barca, 11 (bajo B) - 19005 Guadalajara |
949 493 004 | secretarioclm@fsie.es

Albacete

Octavio Cuartero, 18 (entrepantalla) - 02003 Albacete |
678 615 614 | fsie.albacete@fsie.es

Ciudad Real

C/ Sara Montiel, Nº 1 - 13001 Ciudad Real |
926 271 419 | fsie.ciudadreal@fsie.es

Cuenca

Pintor Emiliano Lozano, 1 (3ºF) - 16400 Tarancón (Cuenca) |
969 324 369 | fsie.cuenca@fsie.es

Guadalajara

La Barca, 11 (local bajo) - 19005 Guadalajara |
949 493 004 | fsie.guadalajara@fsie.es

Toledo

Avda. Las Perdices, 34 (local 1) - 45593 Bargas (Toledo) |
925 357 957 | fsie.toledo@fsie.es

Castilla y León www.fsie-cl.org

Cistérniga, 10 (AC travesía) - 47005 Valladolid |
983 305 995 | fsie.cl@fsie-cl.org

Ávila

Plaza Pedro Dávila, 8 (oficina 3) - 05001 Ávila |
920 252 146 | fsie.avila@fsie-cl.org

Burgos

Avda. Del Cid Campeador, 6 bis (1ªA) - 09005 Burgos |
947 278 506 | fsie.burgos@fsie-cl.org

León

Pizarro 5, (bajo) - 24008 León |
987 224 001 | fsie.leon@fsie-cl.org

Palencia

Plaza de León, 1 (entreplanta 1º A - 34001 Palencia |
979 726 744 | fsie.palencia@fsie-cl.org

Salamanca

Pérez Oliva, 2 (3ª planta) - 37005 Salamanca |
923 254 829 | fsie.salamanca@fsie-cl.org

Soria

Morales Contreras, 8 (local) - 42003 Soria |
975 214 062 | fsie.soria@fsie-cl.org

Valladolid

Cistérniga, 10 (AC travesía) - 47005 Valladolid |
983 305 995 | fsie.valladolid@fsie-cl.org

Zamora

Pasaje Cardenal Cisneros, 4 (local 3) - 49019 Zamora |
980 671 643 | fsie.zamora@fsie-cl.org

Cataluña www.fsiecatalunya.cat

Apartado de correos 54 - 43470 La Selva del Camp
Tarragona | 659 988 539 | federacio@fsiecatalunya.cat

Comunidad de Madrid www.fsiemadrid.es

Doctor Mariani, 5 - 28039 Madrid |
915 540 868 | fsie.madrid@fsie.es

Comunidad Valenciana www.fsiervalencia.com

Hospital, 2 (6º - puerta 2) - 46001 Valencia |
963 382 343 | cvalenciana@fsie.es

Alicante

Pardo Gimeno, 61 (Esc. derecha - Entlo D) - 03007
Alicante | 965 922 255 | fsie.alicante@fsie.es

Castellón

Músico Perfecto Artola, 6B (entresuelo) - 12003 Castellón |
964 251 017 | fsie.castellon@fsie.es

Valencia

Hospital, 2 (6º - puerta 2) - 46001 Valencia |
963 382 343 | valencia@fsie.es

Extremadura www.fsieextremadura.es

Avda. José María Alcaraz y Alenda, 20 - 06011 Badajoz |
647 093 977 | fsie.extremadura@fsie.es

Cáceres

Rodríguez de Ledesma, 2 (Despacho 8) - 10001 Cáceres |
637 535 785 | fsie.extremadura@fsie.es

Galicia www.fsiegalicia.es

Pena Corneira, 4 (Galerías - local 7) - 32005 Ourense |
988 254 385 | fsie.galicia@fsie.es

A Coruña

Avda. Peruleiro, 8 (1 derecha - local B) - 15011 A Coruña |
981 276 587 | fsie.coruna@fsie.es

Lugo

Nóreas, 15 (2º oficina 14) - 27001 Lugo |
982 241 557 | fsie.lugo@fsie.es

Ourense

Pena Corneira, 4 (Galerías, local 7) - 32005 Ourense |
988 254 385 | fsie.ourense@fsie.es

Pontevedra

Poeta Carlos Oroza, 2 (2º- oficinas 1 y 2) - 36202 Vigo |
886 125 828 | fsie.pontevedra@fsie.es

Santiago de Compostela

Hórreo, 19 (Ed. Viacambre - local 49) - 15702 Santiago
de Compostela | 619 200 683 | fsie.galicia@fsie.es

Región de Murcia www.fsieregiondemurcia.es

Galatea, 3 (Bajo) - 30008 Murcia | 968 216 662 |
regiondemurcia@fsie.es

Murcia

Galatea, 3 (Bajo) - 30008 Murcia | 968 216 662 |
fsie.murcia@fsie.es

Cartagena

Plaza Alcolea, 8 (1º B) - 30201 Cartagena (Murcia) |
968 528 745 | fsie.cartagena@fsie.es

Navarra www.sepna.es

Iturrama, 11 (entreplanta C) - 31007 Pamplona |
948 232 291 | sepna@fsie.es

La Rioja www.fsielarioja.es

Avda. de Portugal, 27-29 (4º - oficina 9º) - 26001 Logroño |
941 242 412 | fsie.larioja@fsie.es



FSIE



FEDERACIÓN DE SINDICATOS INDEPENDIENTES DE ENSEÑANZA

Para consultas sobre cualquier cuestión relacionada con este texto, dudas u otros asuntos, no dude en ponerse en contacto con su sindicato o con la Federación de Sindicatos Independientes de Enseñanza (FSIE).

Más información actualizada de éste y otros convenios en www.fsie.es

FSIE KEEPS GROWING

Do you know why every day more people trust us?

- ⊕ Coherence
- ⊕ Transparency

- ⊕ Commitment
- ⊕ Independence

**BECOME
FSIE!**



www.fsie.es

Federación de Sindicatos Independientes de Enseñanza

