

# Italy, 2021/2022

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National currency: EUR

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## 1. Teachers

### Annual gross statutory salaries of teachers in public schools, 2021/2022

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Authority level determining the statutory salaries of teachers	Collective agreement	Collective agreement	Collective agreement	Collective agreement

#### Salary range for teachers with the minimum qualification

ISCED 02	ISCED 1	ISCED 24	ISCED 34
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Minimum qualification to enter the teaching profession	Master's degree in education (ISCED 7) + competitive examination	Master's degree in education (ISCED 7) + competitive examination	Master's degree (ISCED 7) + 24 ECTS in anthropo-psycho-pedagogical subjects as well as in teaching methodologies and technologies + competitive examination	Master's degree (ISCED 7) + 24 ECTS in anthropo-psycho-pedagogical subjects as well as in teaching methodologies and technologies + competitive examination
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	ISCED 02		ISCED 1		ISCED 24		ISCED 34	
Starting salary	EUR	24.297	EUR	24.297	EUR	26.114	EUR	26.114
Starting salary	EUR	24.297	EUR	24.297	EUR	26.114	EUR	26.114
Starting salary	PPS	23.916	PPS	23.916	PPS	25.704	PPS	25.704
After 10 years' experience	EUR	26.639	EUR	26.639	EUR	28.843	EUR	29.530
After 10 years' experience	EUR	26.639	EUR	26.639	EUR	28.843	EUR	29.530
After 10 years' experience	PPS	26.221	PPS	26.221	PPS	28.391	PPS	29.067
After 15 years' experience	EUR	29.162	EUR	29.162	EUR	31.707	EUR	32.588
After 15 years' experience	EUR	29.162	EUR	29.162	EUR	31.707	EUR	32.588
After 15 years' experience	PPS	28.704	PPS	28.704	PPS	31.209	PPS	32.077
At the top of the range	EUR	35.373	EUR	35.373	EUR	38.843	EUR	40.597
At the top of the range	EUR	35.373	EUR	35.373	EUR	38.843	EUR	40.597
At the top of the range	PPS	34.818	PPS	34.818	PPS	38.233	PPS	39.960

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
% teachers paid on this range	100%	100%	100%	100%
Average nr of years to reach the top	35	35	35	35

*Salary range for teachers with a higher qualification (when most prevalent)*

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Qualification higher than the minimum to enter the profession (when most relevant)	–	–	–	–

	ISCED 02		ISCED 1		ISCED 24		ISCED 34	
Starting salary	EUR	–	EUR	–	EUR	–	EUR	–
Starting salary	EUR	–	EUR	–	EUR	–	EUR	–
Starting salary	PPS	–	PPS	–	PPS	–	PPS	–
After 10 years' experience	EUR	–	EUR	–	EUR	–	EUR	–
After 10 years' experience	EUR	–	EUR	–	EUR	–	EUR	–
After 10 years' experience	PPS	–	PPS	–	PPS	–	PPS	–
After 15 years' experience	EUR	–	EUR	–	EUR	–	EUR	–

After 15 years' experience	EUR	–	EUR	–	EUR	–	EUR	–
After 15 years' experience	PPS	–	PPS	–	PPS	–	PPS	–
At the top of the range	EUR	–	EUR	–	EUR	–	EUR	–
At the top of the range	EUR	–	EUR	–	EUR	–	EUR	–
At the top of the range	PPS	–	PPS	–	PPS	–	PPS	–

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
% teachers paid on this range	–	–	–	–
Average nr of years to reach the top				

### Salary range for teachers with the maximum qualification

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Maximum qualification to enter the teaching profession	Master's degree in education (ISCED 7) + competitive examination	Master's degree in education (ISCED 7) + competitive examination	Master's degree (ISCED 7) + 24 ECTS in anthropo-psycho-pedagogical subjects as well as in teaching methodologies and technologies + competitive examination	Master's degree (ISCED 7) + 24 ECTS in anthropo-psycho-pedagogical subjects as well as in teaching methodologies and technologies + competitive examination

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Starting salary	EUR 24.297	EUR 24.297	EUR 26.114	EUR 26.114
Starting salary	EUR 24.297	EUR 24.297	EUR 26.114	EUR 26.114
Starting salary	PPS 23.916	PPS 23.916	PPS 25.704	PPS 25.704
After 10 years' experience	EUR 26.639	EUR 26.639	EUR 28.843	EUR 29.530
After 10 years' experience	EUR 26.639	EUR 26.639	EUR 28.843	EUR 29.530
After 10 years' experience	PPS 26.221	PPS 26.221	PPS 28.391	PPS 29.067
After 15 years' experience	EUR 29.162	EUR 29.162	EUR 31.707	EUR 32.588
After 15 years' experience	EUR 29.162	EUR 29.162	EUR 31.707	EUR 32.588
After 15 years' experience	PPS 28.704	PPS 28.704	PPS 31.209	PPS 32.077
At the top of the range	EUR 35.373	EUR 35.373	EUR 38.843	EUR 40.597
At the top of the range	EUR 35.373	EUR 35.373	EUR 38.843	EUR 40.597
At the top of the range	PPS 34.818	PPS 34.818	PPS 38.233	PPS 39.960

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
% teachers paid on this range	100%	100%	100%	100%
Average nr of years to reach the top	35	35	35	35

Source	National Collective Contract for staff in the education and research sector - Years 2016-2018 ( <a href="https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html">https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html</a> ) Art. 440 of Law No. 145/2018 (State budget for financial year 2019 and multi-year budget for the three-year period 2019-2021 ( <a href="https://www.gazzettaufficiale.it/eli/id/2018/12/31/18G00172/sg">https://www.gazzettaufficiale.it/eli/id/2018/12/31/18G00172/sg</a> )) The National Collective Contract is agreed between ARAN (the technical agency representing the public administration) and the trade union organisations of the school sector. This contract governs the employment relationship from a regulatory (hours, qualifications and duties, type of relationship, ...) and economic point of view (salary, seniority, ...).
Explanatory notes	–

## Average annual gross actual salaries of teachers in public schools, 2021/2022

	ISCED 02		ISCED 1		ISCED 24		ISCED 34	
Teachers aged 25-64	EUR	29.151	EUR	29.151	EUR	30.982	EUR	33.036
Teachers aged 25-64	EUR	29.151	EUR	29.151	EUR	30.982	EUR	33.036
Teachers aged 25-64	PPS	28.693	PPS	28.693	PPS	30.496	PPS	32.518
Teachers aged 25-34	EUR	24.675	EUR	24.675	EUR	26.844	EUR	27.091
Teachers aged 25-34	EUR	24.675	EUR	24.675	EUR	26.844	EUR	27.091
Teachers aged 25-34	PPS	24.288	PPS	24.288	PPS	26.423	PPS	26.666
Teachers aged 35-44	EUR	26.080	EUR	26.080	EUR	28.024	EUR	28.220
Teachers aged 35-44	EUR	26.080	EUR	26.080	EUR	28.024	EUR	28.220
Teachers aged 35-44	PPS	25.671	PPS	25.671	PPS	27.584	PPS	27.777
Teachers aged 45-54	EUR	28.721	EUR	28.721	EUR	30.675	EUR	31.571
Teachers aged 45-54	EUR	28.721	EUR	28.721	EUR	30.675	EUR	31.571
Teachers aged 45-54	PPS	28.270	PPS	28.270	PPS	30.193	PPS	31.075
Teachers aged 55-64	EUR	31.787	EUR	31.787	EUR	34.401	EUR	37.165
Teachers aged 55-64	EUR	31.787	EUR	31.787	EUR	34.401	EUR	37.165
Teachers aged 55-64	PPS	31.288	PPS	31.288	PPS	33.861	PPS	36.582

Source	Administrative database used to pay the monthly wages to all teachers
Explanatory notes	The weighted averages are calculated based on the seniority levels of the teachers.

## Allowances for teachers in public schools, 2021/2022

### Allowances related to other tasks and responsibilities

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Participation in school or other management tasks in addition to teaching duties	Collective agreement	Incidental payments	●	●	●	●
Teaching more classes or hours than required by full-time contract	Collective agreement	Regular additional payments	●	●	●	●

Students counselling	Collective agreement	Incidental payments			●	●
Engaging in extracurricular activities	Collective agreement	Incidental payments	●	●	●	●
Special tasks	Collective agreement	Incidental payments	●	●	●	●
Class teacher / form teacher	a	a	●	●	●	●
Supporting mentoring / induction programmes	Collective agreement	Incidental payments	●	●	●	●
Other	a	a	●	●	●	●

	Explanatory notes
Participation in school or other management tasks in addition to teaching duties	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Teaching more classes or hours than required by full-time contract	The National Collective Contract for staff in the education and research sector establish that teachers on a full teaching load may be requested, where necessary, to take on up to 6 extra hours of teaching a week in their subject for the school year. In these cases, they receive a monthly additional payment.
Students counselling	The head teacher with the collaboration of the teachers assembly decide as regards the criteria for assigning teachers to these roles, but the criteria regarding the awarding of additional payments are determined through negotiations with T.U. at the school level .
Engaging in extracurricular activities	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Special tasks	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Class teacher / form teacher	–
Supporting mentoring / induction programmes	Annual payment. The head teacher in cooperation with the teachers' assembly decides on the criteria to assign teachers to these roles. The amount is determined in negotiations with the trade unions at school level.
Other	–

### *Allowances related to qualifications, training and performance*

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Further formal qualifications	a	a	●	●	●	●
Successful completion of continuing professional development (CPD) activities	a	a	●	●	●	●
Outstanding performance	School principal/head teacher/school board	Incidental payments	●	●	●	●
Other	a	a	●	●	●	●

	Explanatory notes
Further formal qualifications	–
Successful completion of continuing professional development (CPD) activities	–

Outstanding performance	The Reward Scheme for teachers was abolished through the 2020 Budget Law, which provides that the resources included in the fund for the improvement of the educational offer, are used by the supplementary bargaining in favour of the entire school staff, without specific restrictions. These resources are used on the basis of the criteria defined in the school's supplementary bargaining for the benefit of both teachers and non-teaching staff.
Other	–

### Allowances related to teaching conditions

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Teaching students with special educational needs	a	a	•	•	•	•
Teaching in a disadvantaged, remote or high cost area	a	a	•	•	•	•
Other	a	a	•	•	•	•

	Explanatory notes
Teaching students with special educational needs	–
Teaching in a disadvantaged, remote or high cost area	–
Other	–

### Other criteria

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Residence allowance	a	a	•	•	•	•
Family status	Top-level authority	Regular additional payments	•	•	•	•
Other	a	a	•	•	•	•

	Explanatory notes
Residence allowance	–
Family status	The allowances about family status are the responsibility of the national social security institute (INPS).
Other	–

Source	National Collective Contract for personnel in the education and research sector - Years 2016-2018. Available at <a href="https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html">https://www.aranagenzia.it/contrattazione/comparti/comparto-dellistruzione-e-della-ricerca/8944-ccnl-2016-2018-del-comparto-istruzione-e-ricerca.html</a>
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## 2. School heads

### Annual gross statutory salaries of school heads in public schools, 2021/2022

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Authority level determining the statutory salaries of school heads	a	> 1 authority level	> 1 authority level	> 1 authority level

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Minimum qualification to become a school head	a	Teacher qualification (ISCED 7 level) and at least five years of teaching experience	Teacher qualification (ISCED 7 level) and at least five years of teaching experience	Teacher qualification (ISCED 7 level) and at least five years of teaching experience

*Single or lowest salary range (when more than one)*

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Type of school	a	All schools	All schools	All schools
Minimum salary	EUR a	EUR 71.633	EUR 71.633	EUR 71.633
Minimum salary	EUR a	EUR 71.633	EUR 71.633	EUR 71.633
Minimum salary	PPS a	PPS 70.509	PPS 70.509	PPS 70.509
Maximum salary	EUR a	EUR 77.318	EUR 77.318	EUR 77.318
Maximum salary	EUR a	EUR 77.318	EUR 77.318	EUR 77.318
Maximum salary	PPS a	PPS 76.105	PPS 76.105	PPS 76.105
Criteria for progression in this salary range	a	The only difference concerns the variable part of the salary that can vary according to the complexity of the school and the region of belonging.	The only difference concerns the variable part of the salary that can vary according to the complexity of the school and the region of belonging.	The only difference concerns the variable part of the salary that can vary according to the complexity of the school and the region of belonging.
% school heads paid on this range	a	100%	100%	100%

*Highest salary range*

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Type of school	–	–	–	–
Minimum salary	EUR –	EUR –	EUR –	EUR –
Minimum salary	EUR –	EUR –	EUR –	EUR –
Minimum salary	PPS –	PPS –	PPS –	PPS –
Maximum salary	EUR –	EUR –	EUR –	EUR –
Maximum salary	EUR –	EUR –	EUR –	EUR –
Maximum salary	PPS –	PPS –	PPS –	PPS –
Criteria for progression in this salary range	–	–	–	–

% school heads paid on this range	–	–	–	–
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*Most prevalent range (when none of the above)*

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Type of school	–	–	–	–
Minimum salary	EUR –	EUR –	EUR –	EUR –
Minimum salary	EUR –	EUR –	EUR –	EUR –
Minimum salary	PPS –	PPS –	PPS –	PPS –
Maximum salary	EUR –	EUR –	EUR –	EUR –
Maximum salary	EUR –	EUR –	EUR –	EUR –
Maximum salary	PPS –	PPS –	PPS –	PPS –
Criteria for progression in this salary range	–	–	–	–
% school heads paid on this range	–	–	–	–

Source	National Collective Contract for education and research area - Years 2016-2018 (GU n.168 del 19-7-2019) - <a href="https://www.aranagenzia.it/contrattazione/aree-dirigenziali/area-dellistruzione-e-della-ricerca/contratti.html">https://www.aranagenzia.it/contrattazione/aree-dirigenziali/area-dellistruzione-e-della-ricerca/contratti.html</a> Regional supplementary contracts
Explanatory notes	The statutory salary is composed of a fixed part, the same for everyone, plus a variable part that varies between regions. The calculation of the variable part is done using the weighted average.

**Average annual gross actual salaries of school heads in public schools, 2021/2022**

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
School heads aged 25-64	EUR a	EUR		77.172
School heads aged 25-64	EUR a	EUR		77.172
School heads aged 25-64	PPS a	PPS		75.961
School heads aged 25-34	EUR a	EUR		66.429
School heads aged 25-34	EUR a	EUR		66.429
School heads aged 25-34	PPS a	PPS		65.387
School heads aged 35-44	EUR a	EUR		72.324
School heads aged 35-44	EUR a	EUR		72.324
School heads aged 35-44	PPS a	PPS		71.189
School heads aged 45-54	EUR a	EUR		74.680
School heads aged 45-54	EUR a	EUR		74.680
School heads aged 45-54	PPS a	PPS		73.509
School heads aged 55-64	EUR a	EUR		79.224



School heads aged 55-64	EUR	a	EUR	79.224
School heads aged 55-64	PPS	a	PPS	77.981

Source	Administrative database used to pay the monthly wages to school heads.			
Explanatory notes	Weighted average annual salary of school heads by age group.			

## Allowances for school heads in public schools, 2021/2022

### Allowances related to other tasks and responsibilities

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Participation in other management tasks in addition to school head duties	a	a	•	•	•	•
Working overtime	a	a	•	•	•	•
Students counselling	a	a	•	•	•	•
Engaging in extracurricular activities	a	a	•	•	•	•
Providing support or training for other teachers	a	a	•	•	•	•
Form teacher / tutor responsibilities	a	a	•	•	•	•
Supporting mentoring / induction programmes	a	a	•	•	•	•
Other	a	a	•	•	•	•

	Explanatory notes
Participation in other management tasks in addition to school head duties	–
Working overtime	–
Students counselling	–
Engaging in extracurricular activities	–
Providing support or training for other teachers	–
Form teacher / tutor responsibilities	–
Supporting mentoring / induction programmes	–
Other	–

### Allowances related to qualifications, training and performance

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Further formal qualifications	a	a	•	•	•	•
Successful completion of continuing professional development (CPD) activities	a	a	•	•	•	•
Outstanding performance	> 1 authority level	Regular additional payments	•	•	•	•
Other	a	a	•	•	•	•

	Explanatory notes
Further formal qualifications	–
Successful completion of continuing professional development (CPD) activities	–

Outstanding performance	Each region allocates among school managers 15 - 85% of the annual amount allocated by the central government to compensate school principals for the pursuit of the school improvement objectives.
Other	–

### *Allowances related to working conditions*

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Schools with students with special educational needs	a	a	●	●	●	●
Schools in disadvantaged, remote or high-cost areas	a	a	●	●	●	●
Other	a	a	●	●	●	●

	Explanatory notes
Schools with students with special educational needs	–
Schools in disadvantaged, remote or high-cost areas	–
Other	–

### *Other criteria*

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Residence allowance	a	a	●	●	●	●
Family status	Top-level authority	Regular additional payments	●	●	●	●
Other	a	a	●	●	●	●

	Explanatory notes
Residence allowance	–
Family status	The allowances about family status are the responsibility of the national social security institute (INPS).
Other	–

Source	National Collective Contract for education and research area - Years 2016-2018 (GU n.168 del 19-7-2019)
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