

a	not applicable	m	not available
National currency:		BAM	

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## 1. Teachers

### Annual gross statutory salaries of teachers in public schools

2020/2021

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

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

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Minimum qualification to enter the teaching profession	Bachelor's degree in education (ISCED 6), internship and competitive examination			

	ISCED 02		ISCED 1		ISCED 24		ISCED 34	
Starting salary	EUR	6.120	EUR	6.528	EUR	6.936	EUR	8.160
Starting salary	BAM	11.970	BAM	12.768	BAM	13.566	BAM	15.960
Starting salary	PPS	11.786	PPS	12.572	PPS	13.358	PPS	15.715
After 10 years' experience	EUR	6.426	EUR	6.854	EUR	7.283	EUR	8.568
After 10 years' experience	BAM	12.568	BAM	13.406	BAM	14.244	BAM	16.758
After 10 years' experience	PPS	12.375	PPS	13.200	PPS	14.025	PPS	16.501
After 15 years' experience	EUR	6.579	EUR	7.018	EUR	7.456	EUR	8.772
After 15 years' experience	BAM	12.868	BAM	13.726	BAM	14.583	BAM	17.157
After 15 years' experience	PPS	12.670	PPS	13.515	PPS	14.359	PPS	16.893
At the top of the range	EUR	7.344	EUR	7.837	EUR	8.323	EUR	9.792
At the top of the range	BAM	14.364	BAM	15.327	BAM	16.279	BAM	19.152
At the top of the range	PPS	14.143	PPS	15.092	PPS	16.029	PPS	18.858

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

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

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Minimum qualification to enter the teaching profession	-	-	-	-

	ISCED 02		ISCED 1		ISCED 24		ISCED 34	
Starting salary	BAM	-	BAM	-	BAM	-	BAM	-
After 10 years' experience	BAM	-	BAM	-	BAM	-	BAM	-
After 15 years' experience	BAM	-	BAM	-	BAM	-	BAM	-
At the top of the range	BAM	-	BAM	-	BAM	-	BAM	-

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

Source	Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level (Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement).
Explanatory notes	An average estimate is calculated and reported on the basis of the available data at canton level.

## Average annual gross actual salaries of teachers in public schools

2020/2021

ISCED 02	ISCED 1	ISCED 24	ISCED 34
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Teachers aged 25-64	EUR	7.344	EUR	7.752	EUR	8.160	EUR	8.976
Teachers aged 25-64	BAM	14.364	BAM	15.162	BAM	15.960	BAM	17.556
Teachers aged 25-64	PPS	14.143	PPS	14.929	PPS	15.715	PPS	17.286
Teachers aged 25-34	EUR	m	EUR	m	EUR	m	EUR	m
Teachers aged 25-34	BAM	m	BAM	m	BAM	m	BAM	m
Teachers aged 25-34	PPS	m	PPS	m	PPS	m	PPS	m
Teachers aged 35-44	EUR	m	EUR	m	EUR	m	EUR	m
Teachers aged 35-44	BAM	m	BAM	m	BAM	m	BAM	m
Teachers aged 35-44	PPS	m	PPS	m	PPS	m	PPS	m
Teachers aged 45-54	EUR	m	EUR	m	EUR	m	EUR	m
Teachers aged 45-54	BAM	m	BAM	m	BAM	m	BAM	m
Teachers aged 45-54	PPS	m	PPS	m	PPS	m	PPS	m
Teachers aged 55-64	EUR	m	EUR	m	EUR	m	EUR	m
Teachers aged 55-64	BAM	m	BAM	m	BAM	m	BAM	m
Teachers aged 55-64	PPS	m	PPS	m	PPS	m	PPS	m

Source	Institute for statistics of the Republika Srpska and Institute for Statistics of the Federation of BiH.
Explanatory notes	The reported actual salaries represent the average of teachers' actual salaries of all cantons and entities, which are calculated from surveys or estimated from statutory salaries.

## Allowances for teachers in public schools

2020/2021

### 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	a	a				
Teaching more classes or hours than required by full-time contract	Collective agreement	% of salary	●	●	●	●
Students counselling	a	a				
Engaging in extracurricular activities	a	a				
Special tasks	a	a				
Class teacher / form teacher	a	No payment (stat. duty)	●	●	●	●
Supporting mentoring / induction programmes	Collective agreement	% of salary	●	●	●	●
Other	Collective agreement	% of salary	●	●	●	●

	Explanatory notes
Participation in school or other management tasks in addition to teaching duties	–
Teaching more classes or hours than required by full-time contract	Up to 50% depending on the number of hours over the full-time, in accordance with legislation regulating the financing of primary and secondary schools
Students counselling	–
Engaging in extracurricular activities	–
Special tasks	–
Class teacher / form teacher	For the form time, class teachers get their teaching time reduced by two hours a week or get an overtime compensation for this time.

Supporting mentoring / induction programmes	An increase of 5 to 10% of the basic salary for a mentor, counselor or senior counselor.
Other	Compensation for a president or a commissioner of a representative trade union is 15% in an institution with 100 workers or less. For each other 100 workers, another 2.5% per basic coefficient. Compensation is 25% on the basic coefficient, when the number of employees is over 500.

### 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	Collective agreement	Incidental payments	●	●	●	●
Other	a	a				

	Explanatory notes
Further formal qualifications	–
Successful completion of continuing professional development (CPD) activities	–
Outstanding performance	For the above-average results of work or success in the work, the employer/head of school may pay preschool teachers/teachers a prize in cash up to 30% of their average salary paid for the last three months.
Other	–

### Allowances related to teaching conditions

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

	Explanatory notes
Teaching students with special educational needs	The basic salary of teachers and preschool teachers who have children with special needs in the class is increased by 1% for each child with special needs, in proportion to the number of lessons with those children during the week, and at most by 3%.
Teaching in a disadvantaged, remote or high cost area	For all teachers employed in primary schools that are 15 kilometres away from the centre of the municipality, the basic salary is increased by 2%. For each additional kilometer, the basic salary is increased by 0.1%, up to 3%.
Other	For teaching in a class combining two grades, the salary is increased by 5% in a class combining three grades by 8%, and by 10% in a class combining four or more grades.

### Other criteria

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Residence allowance	a	a				

Family status	a	a				
Other	a	a				

	Explanatory notes
Residence allowance	–
Family status	–
Other	–

Source	Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level (Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement).
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## 2. School heads

### Annual gross statutory salaries of school heads in public schools

2020/2021

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

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Minimum qualification to become a school head	Bachelor's degree (ISCED 6) and five years of service in education			

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

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Type of school	m	Up to 400 students	Up to 400 students	Up to 400 students
Minimum salary	BAM m	BAM m	BAM m	BAM m
Maximum salary	BAM m	BAM m	BAM m	BAM m
Criteria for progression in this salary range	m	years in service	years in service	years in service
% school heads paid on this range	m	m	m	m

#### Highest salary range

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Type of school	a	More than 800 students	More than 800 students	More than 800 students
Minimum salary	BAM m	BAM m	BAM m	BAM m
Maximum salary	BAM m	BAM m	BAM m	BAM m

Criteria for progression in this salary range	a	years in service	years in service	years in service
% school heads paid on this range	m	m	m	m

*Most prevalent range (when none of the above)*

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
Type of school	a	Between 401 and 800 students	Between 401 and 800 students	Between 401 and 800 students
Minimum salary	EUR m	EUR m	EUR m	EUR m
Minimum salary	BAM m	BAM m	BAM m	BAM m
Minimum salary	PPS m	PPS m	PPS m	PPS m
Maximum salary	EUR m	EUR m	EUR m	EUR m
Maximum salary	BAM m	BAM m	BAM m	BAM m
Maximum salary	PPS m	PPS m	PPS m	PPS m
Criteria for progression in this salary range	a	years in service	years in service	years in service
% school heads paid on this range	m	m	m	m

Source	Laws of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level (Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement).
Explanatory notes	Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement. An average estimate is calculated and reported on the basis of the available data.

**Average annual gross actual salaries of school heads in public schools**

**2020/2021**

	ISCED 02	ISCED 1	ISCED 24	ISCED 34
School heads aged 25-64	EUR 9.792	EUR 11.424	EUR 11.424	EUR 12.648
School heads aged 25-64	BAM 19.152	BAM 22.344	BAM 22.344	BAM 24.738
School heads aged 25-64	PPS 18.858	PPS 22.001	PPS 22.001	PPS 24.358
School heads aged 25-34	EUR m	EUR m	EUR m	EUR m
School heads aged 25-34	BAM m	BAM m	BAM m	BAM m
School heads aged 25-34	PPS m	PPS m	PPS m	PPS m
School heads aged 35-44	EUR m	EUR m	EUR m	EUR m
School heads aged 35-44	BAM m	BAM m	BAM m	BAM m
School heads aged 35-44	PPS m	PPS m	PPS m	PPS m

School heads aged 45-54	EUR	m	EUR	m	EUR	m	EUR	m
School heads aged 45-54	BAM	m	BAM	m	BAM	m	BAM	m
School heads aged 45-54	PPS	m	PPS	m	PPS	m	PPS	m
School heads aged 55-64	EUR	m	EUR	m	EUR	m	EUR	m
School heads aged 55-64	BAM	m	BAM	m	BAM	m	BAM	m
School heads aged 55-64	PPS	m	PPS	m	PPS	m	PPS	m

Source	Institute for statistics of the Republika Srpska and Institute for Statistics of the Federation of BiH.
Explanatory notes	The reported actual salaries represent the average of school heads' actual salaries of all cantons and entities, which are calculated from surveys or estimated from statutory salaries.

## Allowances for school heads in public schools

2020/2021

### 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	a	a				
Outstanding performance	a	a				
Other	a	a				

	Explanatory notes
Further formal qualifications	–
Successful completion of continuing professional development (CPD) activities	–
Outstanding performance	–
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	Collective agreement	% of salary		•	•	
Other	a	a				

	Explanatory notes
Schools with students with special educational needs	–
Schools in disadvantaged, remote or high-cost areas	For all school head in primary schools that are 15 kilometres away from the centre of the municipality, the basic salary is increased by 2%. For each additional kilometer, the basic salary is increased by 0.4% and at most by 2%.
Other	–

### Other criteria

	Authority level	Type of financial compensation	ISCED levels			
			02	1	24	34
Residence allowance	a	a				
Family status	a	a				
Other	a	a				

	Explanatory notes
Residence allowance	–
Family status	–
Other	–

Source	Law of the cantons/entities of Bosnia and Herzegovina on salaries of employees in the field of education; Collective agreements at the cantons/entities level (Republika Srpska and all 10 cantons plus Brcko District have their law on salaries and collective agreement).
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