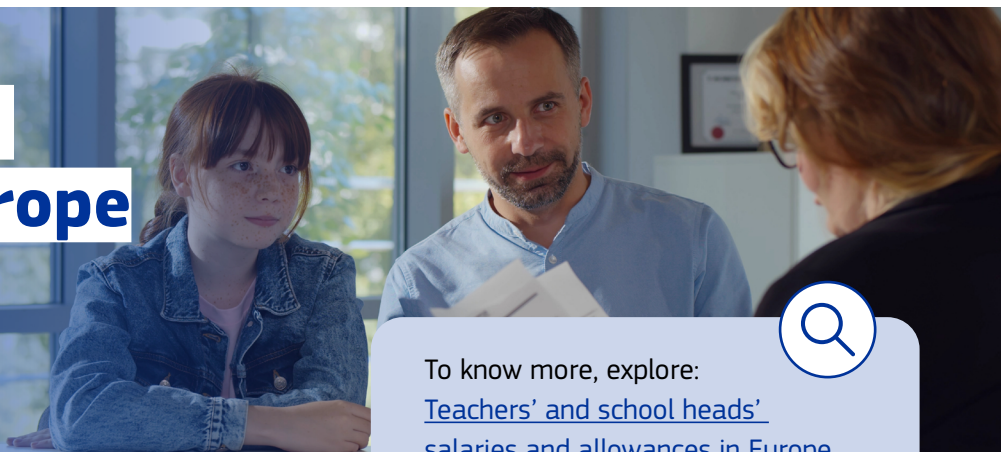


School heads' salaries in Europe 2024/2025

September 2026
#EurydiceEU



To know more, explore:
[Teachers' and school heads' salaries and allowances in Europe](#)

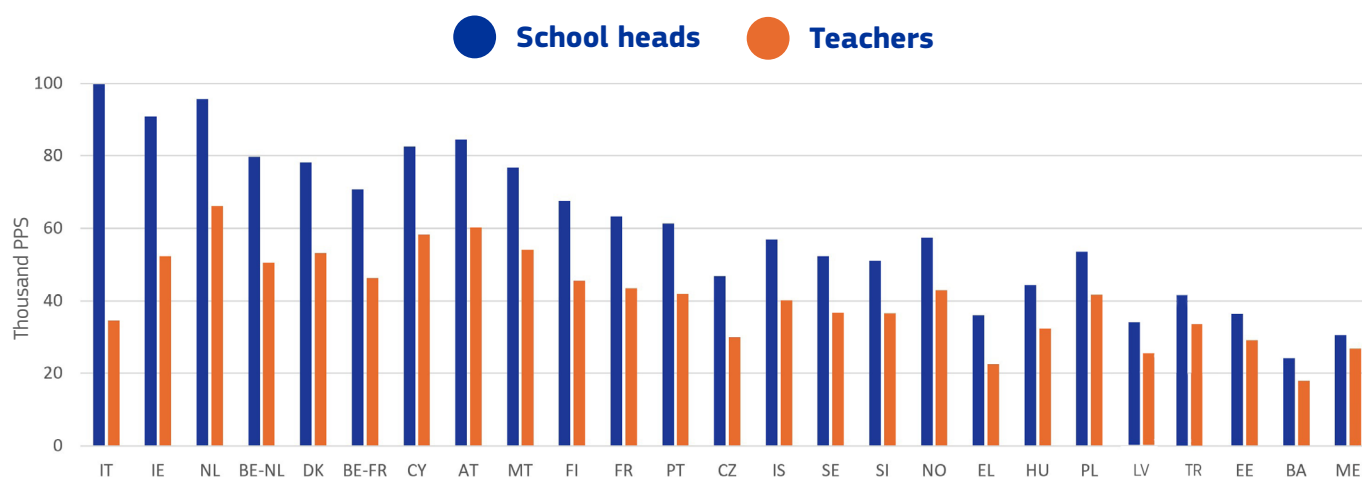
School heads have a range of responsibilities, particularly in education systems where schools have a high degree of autonomy. These responsibilities may include managing human and financial resources, coordinating school organisation and teaching processes, and engaging with different stakeholders. In this context, school heads can play an important role in shaping the conditions in which teaching and learning take place. Their work can contribute to improving the quality of education by supporting

effective school organisation, fostering an inclusive and safe school environment, encouraging innovation in teaching practices, and strengthening collaboration within the school and with the wider community.

This factsheet presents key insights from the annually updated data on [Teachers' and school heads' salaries and allowances in Europe](#) with specific focus on full-time, fully-qualified school heads in 37 countries in Europe.

School heads' may earn twice as much as teachers in some countries.

**DIFFERENCE BETWEEN SCHOOL HEADS' AND TEACHERS' SALARIES
AT LOWER SECONDARY EDUCATION LEVEL (IN PPS)**



Annual average gross actual salaries of full-time fully-qualified school heads and teachers aged 25–64 at lower secondary education level. Data are presented in descending order based on the difference between school heads' and teachers' salaries.

Notes: The salaries are expressed in purchasing power standards (PPS) to adjust for price-level differences across countries. CZ and SI: data refer to 2023/2024. FR: data refer to 2023 civil year.

Defining remuneration

The way remuneration is regulated varies across countries, ranging from systems where it is determined by top-level authorities, or collective agreements, to those where it is negotiated by the school head with the local administration or school board.



In **34 education systems** salaries are regulated by top-level authorities or collective agreements.

However, in Bulgaria and Croatia the salaries of pre-primary school heads are defined respectively at regional or local level.



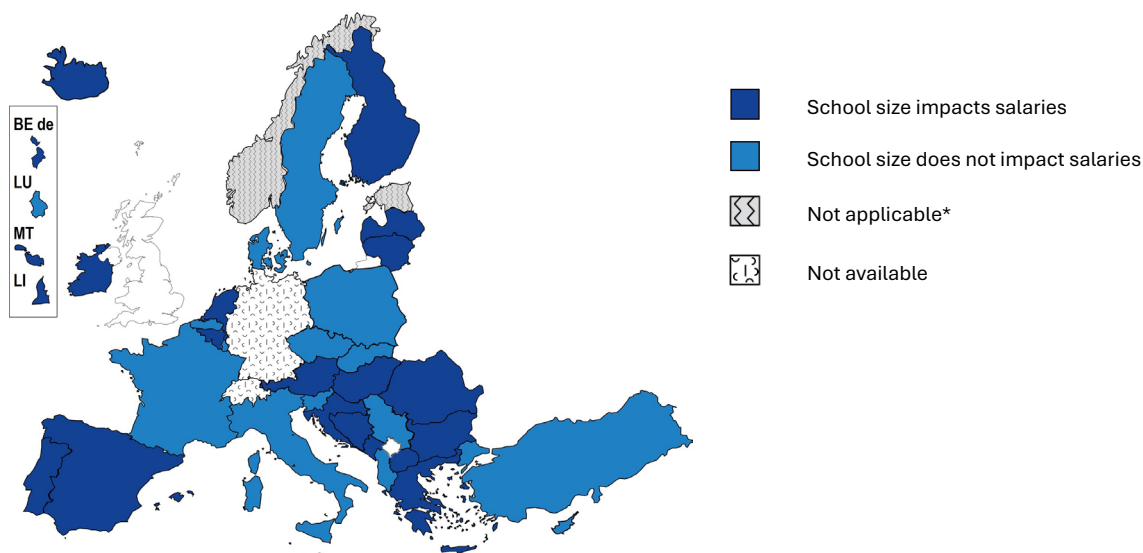
School heads' salaries usually include a management allowance. In **Poland** the school heads management allowance is regulated at local level.



In **Norway** and **Estonia** school heads negotiate their contracts individually with local/municipal authorities or the school board.

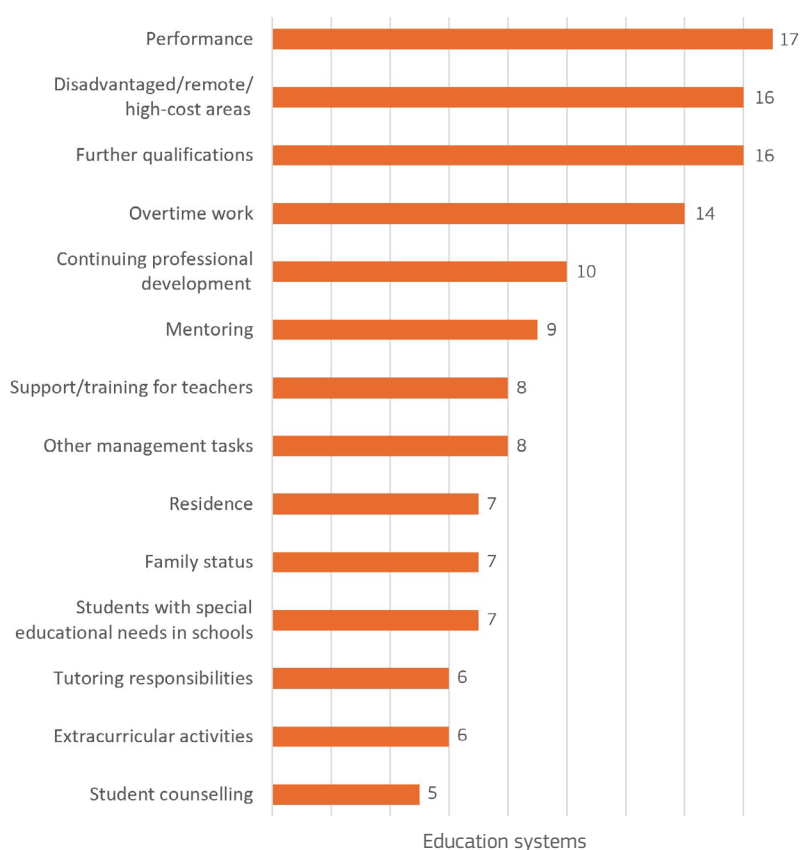
Salaries may vary according to school size and the availability of additional allowances for school heads.

IN MORE THAN HALF OF THE EDUCATION SYSTEMS, SCHOOL HEADS IN LARGER SCHOOLS RECEIVE HIGHER SALARIES.



Notes: "Not applicable" refers to education systems where the salaries of school heads are not statutorily defined.

ADDITIONAL ALLOWANCES FOR SCHOOL HEADS AT LOWER SECONDARY LEVEL



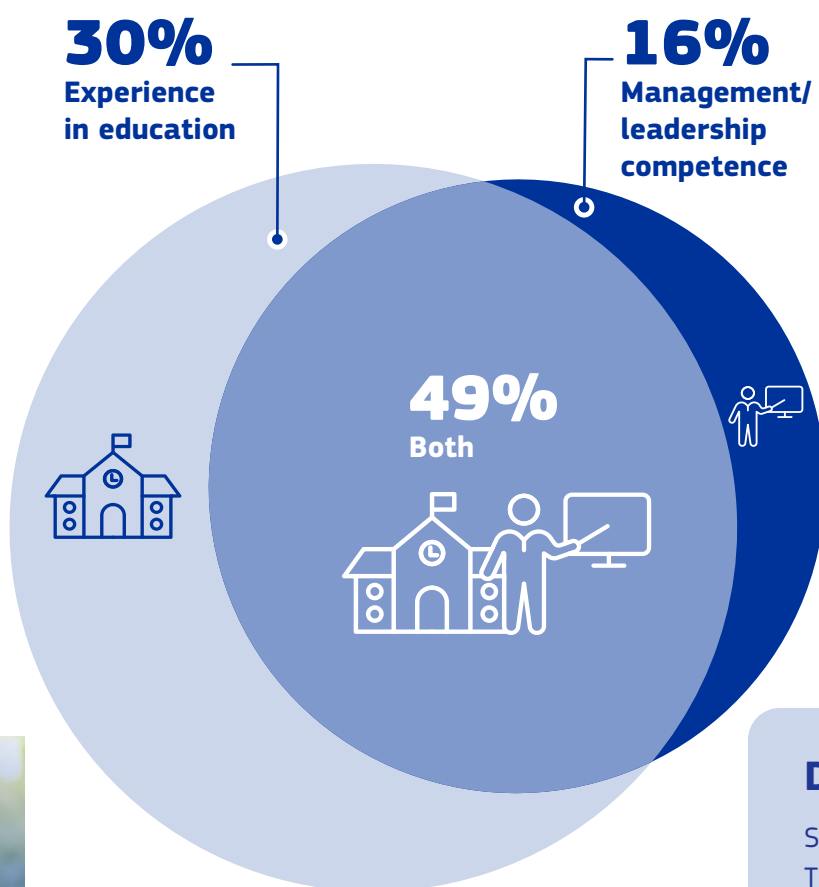
Additional allowances can provide recognition for different aspects of school heads' responsibilities and working conditions, although their application varies across education levels.

Additional requirements for becoming a school head

In most countries, in addition to the formal qualification, school heads need to have experience in education, and/or certified leadership or management competences.



ADDITIONAL REQUIREMENTS FOR SCHOOL HEADS AT THE LOWER SECONDARY LEVEL (% OF EDUCATION SYSTEMS)



5%

No additional requirements



In **Sweden**, school heads are required to complete the three-year “National School Leadership Training Programme” in order to be appointed to their role.



Did you know...

School heads can also have teaching duties. These duties vary in extent according to the size of the school and are more common at pre-primary and primary education levels.

This fact sheet presents key findings on school heads' salaries and allowances, based on data provided by the [Eurydice network](#) and elaborated by EACEA. The data refer to the 2024/2025 school year.