

"I am a teacher with nearly 30 years experience. When I started here my net monthly (take home) salary was 2946 euro. This is after a tax deduction for the school fees of my child. Since then school fees have risen by much more than inflation and therefore due to the tax on fees, my net salary is now 2892 euro - an effective pay-cut of 54 euro per month. In this time my rent has risen 10% and everything is noticeably more expensive. This is the first time in my career that I have had to be careful about day-to-day spending and it is not possible for me to save any money. My situation is becoming so difficult I am not sure how to manage financially."

"Inflation continues to rise, our salary has not kept up with the rate of inflation, our spending power is far below rate of inflation. Another key note is that our salary is well below that of 'same' schools in the area. If we are to compete on a professional level we must be recognized and treated on a 'same' level. Teacher turnover is a significant concern at BIS but with competitive pay the school could retain good teachers and save the school money."

## What do BIS staff say?

*"It has been far too long without a pay rise that accounts for inflation. The cost of living in Munich has only increased, as have school fees, and yet wages at BIS have not...At the end of every month I find my account empty or in the negative. This is not due to bad spending habits. I've cancelled one of my life insurance policies/retirement planning simply because I cannot afford it."*

*My private health insurance goes up each year. Car insurance goes up each year. Hausverwaltung costs go up each year. Rent increases. Yet, BIS employees have not had an increase that truly accounts for inflation and reflects the cost of living in and around Munich.*

*If BIS want to continue to hire and keep employees they need to offer a fair wage that enables teachers to live here and enjoy living here without counting their pennies at the end of each month."*

*"I do not at all have an extravagant lifestyle - quite the contrary but even so my salary is all being used up in living expenses. I don't have enough to plan for my future: I can't afford the mortgage payments on a livable home here in the Munich area or a private pension fund to take care of myself in my old age. I work hard to help prepare the students in order to secure their future - but what about my own?"*

*"The cost of living in the Munich region is increasing very quickly. Our current salary is not enough to support a family easily. I do not regularly buy coffee in the school cafe because I feel I cannot afford this 'luxury'. A low wage makes one feel less valued and less respected. This is not good for moral, it is not good for productivity and it is not what the profession deserves."*

*"Over the years my salary failed to keep up with inflation leading to a significant erosion of my household's purchasing power. At the same time the cost of utilities, fuel and rent in Munich has climbed. This reality pushes me towards the 'working poor' spectrum. If things don't significantly improve I may be forced to find an after school second job to fend for my family. This of course will have a detrimental effect on the quality of my teaching."*

*Da ich, seit ich an der Schule arbeite, diverse Arbeiten zusätzlich übernommen habe, für die ich nicht bezahlt wurde und die auch nicht geschätzt wurden. In den letzten 5 Jahren habe ich genau 100 Euro als Lohnerhöhung erhalten, letztes Jahr waren es sage und schreibe 4 Euro. Das finde ich nicht gerecht, da ein Teil meiner Tätigkeit jetzt einen Managerjob rechtfertigt, der sicher doppelt so viel verdient.*

### THEN VS. NOW: WAGE STAGNATION

For the past 12 years, wage adjustments have been less than inflation. Calculated in today's currency, if wages had kept up with inflation, Step 0 in 1999 (equivalent €36,557) would be €46,048 today. Step 25 (€60,506) would be €76,214.

	1999-2002 1,95583 DM =1euro		1999-2002	2002-2005	Current 2011-2014	Annual Increase for the last 15 years compared with 1999 base salary	Annual Increase for the last 12 years compared with 2002 base salary
	DM	Euros	13 month salary	12 month salary	12 month salary		
0	5.500	2.812	36.557	39.000	42.000	0.8%	0.6%
1	5.650	2.889	37.554	40.000	43.000	0.8%	0.6%
2	5.800	2.965	38.551	41.000	44.000	0.8%	0.5%
3	5.950	3.042	39.548	41.500	45.000	0.8%	0.6%
4	6.100	3.119	40.545	42.000	46.200	0.8%	0.7%
5	6.250	3.196	41.542	42.500	47.400	0.8%	1%
6	6.400	3.272	42.539	44.000	48.600	0.8%	0.7%
7	6.550	3.349	43.537	44.500	50.000	0.8%	0.9%
8	6.700	3.426	44.538	46.000	51.000	0.8%	0.8%
9	6.850	3.502	45.531	46.500	52.200	0.8%	0.9%
10	7.000	3.579	46.528	48.000	53.500	0.8%	0.8%
11	7.150	3.656	47.525	48.500	54.800	0.9%	0.9%
12	7.300	3.732	48.522	50.000	56.100	0.9%	0.9%
13	7.450	3.809	49.510	50.500	57.400	0.9%	1%
14	7.636	3.904	50.755	52.000	58.700	0.9%	0.9%
15	7.846	4.012	52.151	52.500	60.000	0.9%	1%
16	8.062	4.122	53.586	54.000	60.500	0.7%	0.9%
17	8.283	4.235	55.055	55.100	61.000	0.6%	0.8%
18	8.511	4.352	56.571	56.600	61.500	0.5%	0.6%
19	8.596	4.395	57.136	57.200	62.000	0.5%	0.6%
20	8.682	4.439	57.707	57.750	62.500	0.5%	0.6%
21	8.679	4.438	57.688	58.300	63.000	0.5%	0.6%
22	8.857	4.529	58.871	58.900	63.500	0.5%	0.6%
23	8.945	4.574	59.456	59.500	64.000	0.5%	0.6%
24	9.035	4.620	60.054	60.100	64.500	0.4%	0.5%
25	9.103	4.654	60.506	60.600	65.000	0.4%	0.5%
26	9.171	4.689	60.958			0.4%	0.5%
27	9.240	4.724	61.416			0.3%	0.5%
28	9.309	4.760	61.857			0.3%	0.5%
29	9.379	4.795	62.340			0.2%	0.5%
30	9.500	4.857	63.145			0.2%	0.5%

### BIS TEACHER SALARIES (2011) vs. MIS TEACHER SALARIES (2013)

Step	Teacher BIS	Teacher MIS	Delta	Delta %	Holiday Pay M
0	42,000 €	53,274 €	-11,274 €	26.8%	1,530 €
1	43,000 €	53,274 €	-10,274 €	23.9%	1,530 €
2	44,000 €	54,236 €	-10,236 €	23.3%	1,530 €
3	45,000 €	55,198 €	-10,198 €	22.7%	1,530 €
4	46,200 €	56,199 €	-9,999 €	21.6%	1,530 €
5	47,400 €	57,213 €	-9,813 €	20.7%	1,530 €
6	48,600 €	58,255 €	-9,655 €	19.9%	1,530 €
7	50,000 €	59,280 €	-9,280 €	18.6%	1,530 €
8	51,000 €	60,346 €	-9,346 €	18.3%	1,530 €
9	52,200 €	61,425 €	-9,225 €	17.7%	1,530 €
10	53,500 €	62,556 €	-9,056 €	16.9%	1,530 €
11	54,800 €	63,661 €	-8,861 €	16.2%	1,530 €
12	56,100 €	64,818 €	-8,718 €	15.5%	1,530 €
13	57,400 €	66,001 €	-8,601 €	15.0%	1,530 €
14	58,700 €	67,145 €	-8,445 €	14.4%	1,530 €
15	60,000 €	68,380 €	-8,380 €	14.0%	1,530 €
16	60,500 €	69,615 €	-9,115 €	15.1%	1,530 €
17	61,000 €	70,837 €	-9,837 €	16.1%	1,530 €
18	61,500 €	72,150 €	-10,650 €	17.3%	1,530 €
19	62,000 €	73,437 €	-11,437 €	18.4%	1,530 €
20	62,500 €	74,776 €	-12,276 €	19.6%	1,530 €
21	63,000 €	76,076 €	-13,076 €	20.8%	1,530 €
22	63,500 €	77,467 €	-13,967 €	22.0%	1,530 €
23	64,000 €	78,858 €	-14,858 €	23.2%	1,530 €
24	64,500 €	80,275 €	-15,775 €	24.5%	1,530 €
25	65,000 €	81,692 €	-16,692 €	25.7%	1,530 €
26	65,000 €	83,187 €	-18,187 €	28.0%	1,530 €
27	65,000 €	84,682 €	-19,682 €	30.3%	1,530 €
28	65,000 €	86,216 €	-21,216 €	32.6%	1,530 €
29	65,000 €	87,776 €	-22,776 €	35.0%	1,530 €
30	65,000 €	89,323 €	-24,323 €	37.4%	1,530 €

At one point, MIS and BIS salaries were very similar. However, because of years of neglect on BIS salaries, we now find ourselves far behind our sister school. Apart from salary differences, MIS teachers progress up to step 30, while BIS teachers now stop at step 25. MIS teachers receive a full 13<sup>th</sup> month salary in November, while BIS teachers no longer receive it.