

# EMPLOYMENT SALARY OF ROMANIAN HIGHER EDUCATION STATE SYSTEM TEACHERS. AN EVOLUTION ANALYSIS BETWEEN 2007-2015

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## Abstract

*As the activity sector, the so-called education sector is a very important one, and the teachers' salaries as well as the auxiliary didactic personnel' ones must be offered by respecting the principle according to which the education system represents a national priority, in this article my intention was to observe the evolution of the base salary within the higher state education system from romania from 2007 until 2015.*

*The result from this article will be represented by the graphic identification and presentation of the evolution for the higher education teachers' base salaries, correlated with the evolution of gross incomes registered in romania.*

**Key words:** romania, salary, teacher, university

## 1. Introduction

In the year of 2007 in romania, there were 56 state universities, a number that got diminished by 1 as of 2012. Within this universities, there is an extremely important personnel category and it's represented by the teachers.

In romania, in the period that we are analysing as well as in the present, the salaries of the teachers hired in state higher education institutions are established through normative acts adopted by the romanian government or the romanian parliament. These represent the legal basis for granting salary increases or decreases, according to the current economic context at a given point in time.

The first normative act after 1989 that regulated the status of the teachers from higher education was law no. 128, concerning the teachers' status, which came into force on july 16<sup>th</sup> 1997. Among the most important aspects there were those concerning the conditions for the education and the research positions, the conditions for taking them, the way the higher education lead was organized, the teaching norm and the teachers' salary conditions.

According to this law, the salaries for the teachers as well as for the auxiliary didactic personnel pertaining to romanian higher education institutions compounds the base salary, established according to the law and one variable representing additional salary rights negotiated through collective work contracts. The romanian teachers from higher education institutions pay is established in relation to the position occupied, the scientific title, teaching norm, the quality of the scientific and didactic activity, seniority within the establishment and other specific conditions.

Although initially law no. 128/1997 did not make any mentions about the base salaries of the teachers from the higher education system, starting with february 23<sup>rd</sup> of 2000 and through the emergency ordinance no 8, this was modified by adding dispositions from law no. 154/1998 concerning the system for determinating the base salary within the budget system and the indemnities for people that run for public office.

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Up to april 2011 in romania, the budget sector base salary, including those for the teachers from the state university system, have been established on account of the following aspects:

- A) universal reference value in lei that is the only determination base for the reference value, every budget activity sector having one;
- B) intersectoral priority indicators, expressed in percentages differentiated by activity domains.
- C) sectorial reference values in lei as a result from multiplying the universal reference value by the intersectoral priority indicators.
- D) the base salary determination interval grid having specific functions for every activity sector.

Throughout the period that we have analyzed, the above presented indicators have been modified by romania's government emergency ordinances which led to modifying the university teachers' base salaries.

Between january 2007 and april 2011 the framing and the pay method for the teachers in romanian state universities have been done according to law 128/1997, modified through emergency ordinances. Starting with may 13<sup>th</sup> 2011, both the framing and the pay method for the higher education didactic personnel have been regulated under law no. 63/2011 concerning the framing and the pay method in 2011 of the didactic and auxiliary didactic personnel.

This article will put forward the evolution of the sectorial reference values, before and after the economic crisis but also the evolution of multiplication coefficients of the mentioned values, elements which are necessary for laying down the base salaries for the higher state education didactic personnel. Among these indicators, this paper will also present the evolution of the base salary value of the personnel whose base salaries are studied in relation to the gross salary earnings at a national level between 2007 and 2014.

## 2. Results obtained

To achieve the aims of the proposed paper, i have studied the romanian legislation, mostly the domain of the pay method for the didactic personnel inside higher state education institutions and also the main statistical indicators provided by romanian competent authorities that refer to the medium gross income from romania.

The inferred normative acts concerning the didactic personnel pay method were issued by the romanian parliament or government. The gross income data was extracted from the information provided by the romanian national statistics institution.

If after 1989 we assisted to a period in which the legislation concerning the higher education system was revolving around a legislative void in the sense that there was no education law to be adapted to the new current situation in romania, between 1993 and 1997 the grounds for what the higher education system in romania is today was laid. The main normative acts from this domain are law no. 88/1993 stipulating the fact that the higher education institutions are established by law, law no. 84/1995, education law and law 128/1997 which constitutes the status of the didactic personnel. [brătianu, c., lefter, v. 2001]

As it very well emerges from the previous paragraph, the first normative act after 1989 that set out the aspects concerning positions, competences, responsibilities, rights and obligations specific to the didactic personnel was law no. 128/1997 detailing the status of the didactic personnel. Since this did not contain foreknowledge referring to the normalization and pay method criteria of the didactic personnel within the higher state education system, in 1998 law no. 154 came into force laying down the grounds for the base salary establishment system in the budget system and also for the indemnities for people that run for public office whose provisions apply to the people that run for public office as well as for the people hired on individual labor contract within the budget system. One of the most important objectives was to develop a substantiation system of the salary policies in the budget system and a monitoring system for the previous mentioned ones.

Nevertheless, starting with 2000 and by means of the emergency ordinance no 8, the provisions referring to the pay method of the didactic personnel and auxiliary didactic personnel from the higher state education institutions embodied under law no. 154/1998, were included under law no.

128/1997 concerning the status of the didactic personnel. Starting that year until 2011, the last one mentioned will have contained the main provisions for the positions, competences, responsibilities, rights and obligations attributed to the didactic personnel within the higher state education system in Romania, the conditions and the ways of occupying the didactic positions and functions, the training and the evaluation system, as well as the normalization and the payment criteria and the awarding the distinctions and prizes.

During the period we have analyzed in this article, the main normative acts that represented the legal frame for the payment of the higher education system didactic personnel were as follows:

A) law no. 284/1997 concerning the status of the didactic personnel modified through ordinances or emergency ordinances pertaining to Romania's government.

B) law no. 284/2010 concerning the unitary status of the personnel paid out of public funds

C) law no. 63/2011 concerning the framing and the payment from the year 2011 of the didactic personnel and auxiliary didactic personnel within the education system, in turn modified through ordinances or emergency ordinances pertaining to the Romanian government

In 2007, law no. 128/1997 was modified by ordinance no. 11 concerning the salary increases that were to be granted within the same year to the didactic personnel in the education system. This establishes the multipliers' value for the didactic personnel within the higher state education system as follows:

a) For the university teacher position the multiplier's value 1.000 was:

- Between January 1<sup>st</sup> - March 31<sup>st</sup> 2007: 221,307 lei
- Between April 1<sup>st</sup> - September 30<sup>th</sup> 2007: 225,733 lei
- Between October 1<sup>st</sup> - December 31<sup>st</sup> 2007: 230,247 lei

B) for the associate professor position, assistant lecturer, university assistant and university tutor positions, the multiplier's value 1.000 was:

- between January 1<sup>st</sup> - March 31<sup>st</sup> 2007: 221,307 lei
- between April 1<sup>st</sup> - September 30<sup>th</sup> 2007: 225,733 lei
- between October 1<sup>st</sup> - December 31<sup>st</sup> 2007: 259,593 lei

Can be observed that in relation to the past year, the salaries for the teachers within the higher state education system had risen in 3 stages, according to the periods of time previously registered.

In the next year, a new normative act had been issued, respectively ordinance no 15/2008 concerning the salary increases that will have been given in the year 2008 to the education system personnel. This in turn establishes a new salary increase for the personnel within the higher state education system during the same 3 steps as the previous year as follows:

A) for the university teacher position the multiplier's value 1.000 was:

- between January 1<sup>st</sup> - March 31<sup>st</sup> 2008: 230,247 lei
- between April 1<sup>st</sup> - September 30<sup>th</sup> 2008: 244,061 lei, respectively a growth of 6%
- between October 1<sup>st</sup> - December 31<sup>st</sup> 2008: 266,026 lei, respectively a growth with another 6%

B) for the associate professor position, assistant lecturer, university assistant and university tutor positions, the multiplier's value 1.000 was:

- between January 1<sup>st</sup> - March 31<sup>st</sup> 2008: 259,593 lei
- between April 1<sup>st</sup> - September 30<sup>th</sup> 2008: 275,168 lei, respectively a growth of 6%
- between October 1<sup>st</sup> - December 31<sup>st</sup> 2008: 299,633 lei, respectively a growth with another 6%

The provisions for this normative act were applied until June 2010, thus detecting, around October 2008 - June 2010 a stagnation of the base salaries quantum for the didactic personnel within the Romanian state universities.

Starting the month of July 2010 and through law no. 118/2010 concerning some necessary measures to re-establish the budgetary balance, the base salary gross quantum of framing, including increments, indemnities and other salary rights as well as other rights in lei or other currency had been diminished by 25%.

From January 2011 until April 2011 the payment for the didactic personnel within the higher state education system has established in accordance to the law framework's provisions concerning the unitary payment of the personnel paid out of public funds no. 284/2010. This maintains the same system as the previous legislation, composed by the sectorial reference value and its multipliers. According to law no. 284/2010, the reference value is represented by the minimum wage at that point in time. As its value was bigger than the one foreseen by the previous legislation, the multipliers had been modified accordingly. One consequence of enforcing that law was the increase of the minimum salary for all didactic positions, except for the teachers' which decreased in some measure.

Starting with the year 2011, May, law no. 63 came into force concerning the framing and the pay method in 2011 for the didactic personnel and auxiliary didactic personnel within the education system. It regulates the salary rights for the didactic personnel and the auxiliary didactic personnel within the education system, the framing salaries' gross quantum for the didactic personnel and the auxiliary didactic personnel within the education system, the management indemnities draughted out accordingly, the increases, indemnities, compensations and other elements of the payment system from which the education system personnel benefits as well as its calculation methodology. Through this new law that's concerned about the pay method for the higher state education system personnel, they discard calculating the salary by multiplying the sectorial reference value. This normative act regulates within its addendum, the value of the base salaries for the didactic personnel expressed in national currency.

Between May 2011 and May 2012 is recorded a salary stagnation of the didactic personnel within the higher state education system, regulated under law 283/2011. According to thee, the framing salaries' gross quantum, the increases, the indemnities, the compensations and other elements comprised inside the payment system afferent to the didactic personnel and the auxiliary didactic personnel within the education system, it is maintained at the same level with the one from December 2011, in accordance to the provisions of law 63/2011's concerning the framing and the payment registered in 2011 for the didactic personnel the auxiliary didactic personnel within the education system, insomuch as the personnel conducts its activity under the same conditions.

Starting with June 2012, and through the emergency ordinance no 19/2012 concerning the approval for some measures to retrieve salary losses, the gross quantum for base salaries/ base function payment/base function salary/framing indemnities that the didactic personnel, paid out of public funds benefits from, have been increased as follows:

- A) 8% starting with the 1<sup>st</sup> of June 2012 as against the settling for May 2012
- B) 7.4% starting with December 1<sup>st</sup> 2012 as against the settling for November 2012

Between January 2013 and December 2014 the salaries for the didactic personnel and the auxiliary didactic personnel within the Romanian education system remain at the same level with the ones from December 2012 as the emergency ordinance no 84/2012 concerning the pay method of pay for the teachers' salaries came into force.

Starting with 2015 and under the emergency ordinance no 83/2014 concerning the payment of the personnel that gets paid out of public funds in 2015 as well as other measures from the public funds domain, the gross quantum for base salaries framing indemnities that the didactic personnel paid out of public funds it's maintained at the same level as the one from December 2014, insomuch as the personnel conducts its activity under the same conditions. Nonetheless, the same normative act regulates as an exception that:

A) starting january 2015, the gross quantum of the framing salaries, the increases, the indemnities, the compensations and other payment system elements afferent to the didactic personnel and the auxiliary didactic personnel within the education system, in accordance to the provisions stipulated under law no.63/2011 maintains at the same level with the one from december 2014, insomuch as the personnel conducts its activity under the same conditions.

B) starting march 1<sup>st</sup> 2015, the gross quantum for the didactic personnel and the auxiliary didactic personnel within the education system had increased by 5% in relation to the one from february 2015.

C) starting september 1<sup>st</sup> 2015, the gross quantum for the didactic personnel and the auxiliary didactic personnel within the education system will increase by 5% in relation to the one from august 2015.

### 3. Conclusions

By analyzing the current data from romanian legislation, i have designed the images below, where i have synthesized the average of salaries for the didactic personnel during the time analyzed in this article.

Since all the normative acts that have regulated the base salary for the didactic personnel and auxiliary didactic personnel from the higher state education system foresee a minimum and a maximum limit for the salary, i considered just to draft an analysis for each one of the above mentioned. In accordance to the romanian legislation the position with the higher education system are as follows: university professor, associate professor, university lecturer, university assistant and university tutor [law no. 128/1997, law no. 1/2011].

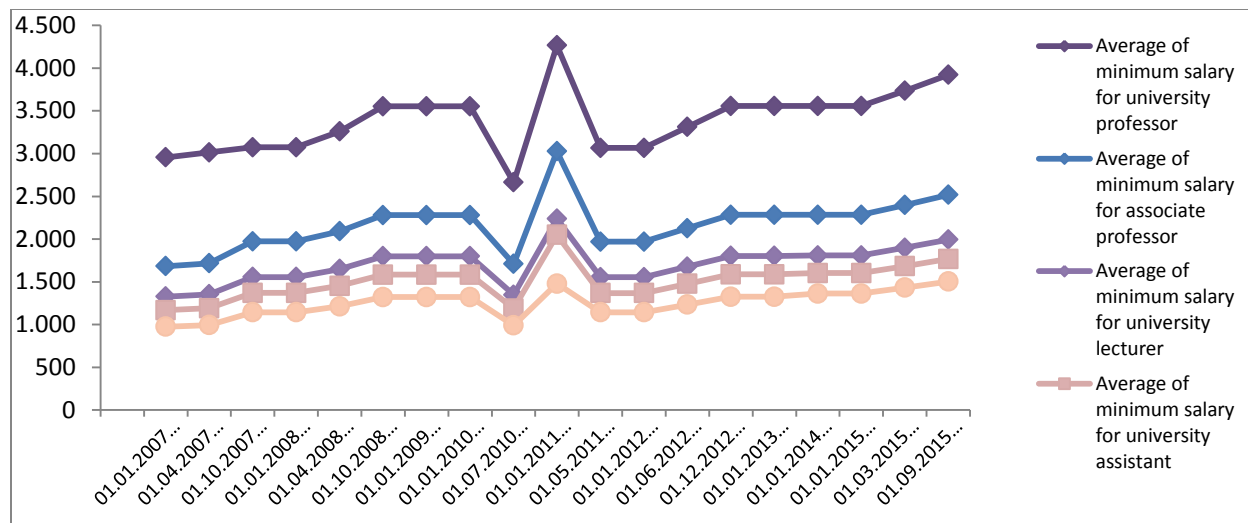
Thus, in picture 1 it can be noticed that the didactic personnel's salaries can be differentiated by the academic rank that they hold. The academic rank with the highest base salary level is represented by the university professors followed by the associate professors, university lecturer, university assistant and university tutor. The most significant difference in salary lies between the university professor position and the associate professor one, while the difference in salary between the university lecturer and university assistance is slim to none.

Continuing with picture 1, it can be observed that between january 1<sup>st</sup> 2007 and october 31<sup>st</sup> 2008, the salaries for all didactic personnel within romanian state universities have registered a slight growth. It can be noticed still that between january 1<sup>st</sup> 2007 and october 31<sup>st</sup> 2008, the didactic personnel's base salaries, including associate professor, university lecturer, university assistant and university tutor have risen more than the university professor's salary. Starting october 1<sup>st</sup> 2008 up until june 30<sup>th</sup> 2010, the university professors' salaries have registered a stagnation. After this period and after having applied the anti-crisis measures through which the salaries had decreased by 25%, it can no noticed their drop, a value lower than the one mentioned above.

Furthermore, from january 2011 until april 2011, the salaries for the didactic personnel within the higher state educations system had faced an important growth by applying the provisions under law 284/2010. Still, in the incoming period, the base salaries had dropped yet again once law 63/2011 came into force. Aftereatds, it has been noticed a slight growth between june 2012 and december 2012, followed by stagnation between january 2013 and february 2015.

Although the base salary's values of the didactic personnel within the higher state education system has meet numerous variations, it can be noticed that it has risen by the end of the reference period unlike the one recorded at the beginning: 32.7% increase for the university teachers, 49.7% for the associate professors, 50.2% for the university lecturers, 51.2% for university assistants and 54.2% for university tutors.

**Picture 1: the evolution of the minimum salary mean for the didactic personnel within higher state education system, period of 2007-2015**



Made by author; source: normative acts that are in force at the reference moment

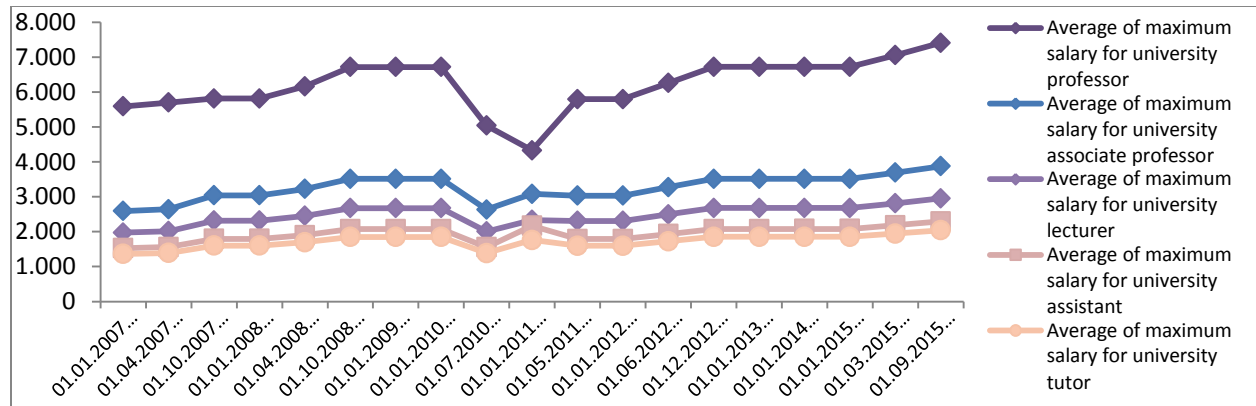
Like mentioned previously, the payment system for the didactic personnel within the higher state education system comprises a minimum and a maximum value. The evolution of the maximum value can be seen in picture 2.

As it emerges from its content, the maximum base salary value increased between January 1<sup>st</sup> 2007 and October 31<sup>st</sup> 2008 after which it remained still until June 30<sup>th</sup> 2010. After this date, as well as in the case of the minimum value, its value decreased by 25% as opposed to the one recorded previously. In the next period, respectively January 1<sup>st</sup> 2011- April 30<sup>th</sup> 2011 the corresponding values for the maximum values for the associate professors, university lecturers, university assistants and university tutors records a growth as the value for university professors drops down.

Between May 2011 and May 2012, the base salary level gets altered yet again, but this time the salaries for the university professors record a slight growth and the ones for the other academic positions decrease. Nonetheless, starting with June 2012 until the end of the reference period, the base salary levels were in a continuous growth.

By analyzing the percentage that modified the maximum base salary it can be noticed a small growth of the value recorded at the end of the preference period as opposed to the one recorded at the beginning. Therefore, concerning the university teachers, the base salary has increased by 32.6%, for the associate professors with 49.52%, for the university lecturers with 49.55%, for the university assistants with 49.9% and for the university tutors with 49.56%.

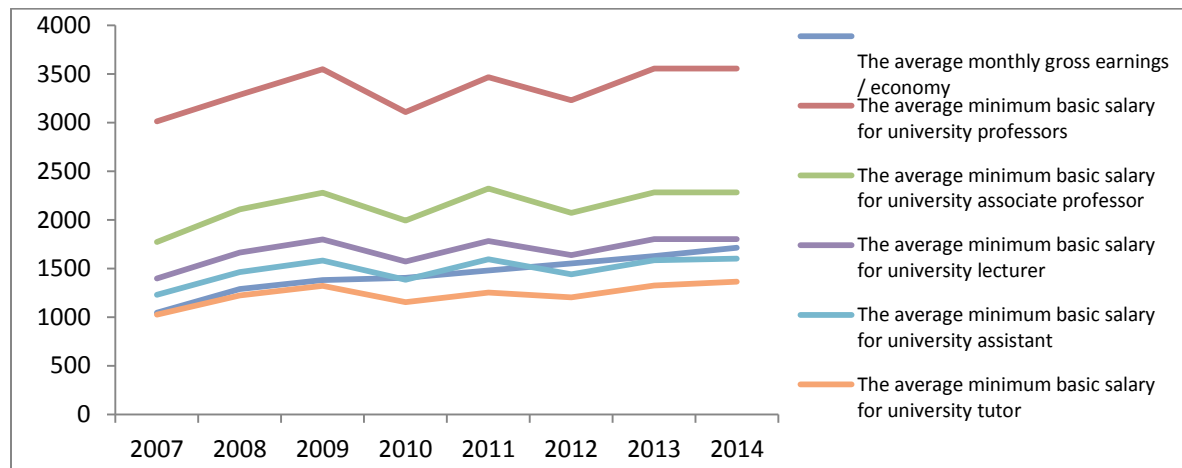
**Picture 2: the evolution of the maximum salary mean for the didactic personnel within higher state education system, period of 2007-2015**



Made by author; source: normative acts that are in force at the reference moment

As it can be noticed in picture 3, although the minimum salary for the higher state education system didactic personnel has encountered fluctuations along the time of the analyzed period, this was superior to the average gross monthly salary in the economy for the university professors, associate professors and university lecturers. For university tutors the minimum base salary was below the average monthly wage in the economy during this period. In turn, for the university assistants the base salary was above average gross wage at a national level through this period, except the year 2010 and 2012. It can be observed that the average gross monthly salary in the economy increased by 63.61% at the end of the reference period while the average gross salary increased monthly by 18% for university professors, 28.91% for associate professors, 28.97% for university lecturers, 32.24% for university assistants and 32.85% for university tutors.

**Picture no 3: the evolution of the monthly minimum salary for the didactic personnel within higher state education system in comparison to average gross salary in economy, period 2007-2014**

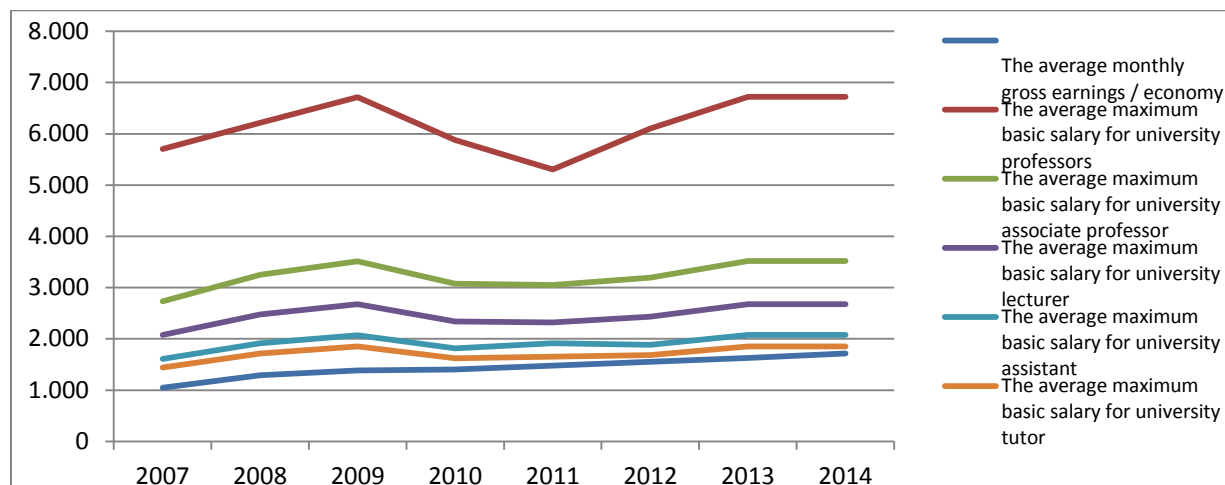


Made by author; source: normative acts that are in force at the reference moment and the romanian national statistics institute's official website

In terms of the mean of the maximum base salaries for didactic personnel within the higher state education system in comparison with the average gross income in economy during the reference period, we notice that this stands over average gross income in economy for all didactic personnel within the higher state education system.

Also, the increase observed at the end of the reference point is lower than it was at the beginning. Thus, the mean for the monthly maximum salaries for the university professors has increased by 17.91%, for the associate professors and the university lecturers by 28.78%, for the university assistants by 29.07% and for the university tutors by 28.81%.

**Picture 4: the evolution of the monthly maximum salary for the didactic personnel within higher state education system in comparison to average gross salary in economy, period 2007-2014**



Made by author; source: normative acts that are in force at the reference moment and the romanian national statistics institute's official website

### Brief biography:

Roxana-elena teodoroiu, phd within bucharest university of economic studies. The domain thesis is management and the thesis title is "the improvement of the human resources management within higher education institutions in relation to the practices from some of the developed countries". Currently, i work as part of the associate didactic personnel within the management department at the university mentioned above.

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Romania's government: ordinance no 11/2007 concerning the salary increases what were to be offered in 2007 to the education didactic personnel, salary according to law no. 128/1997 concerning the status of the didactic personnel.

Romania's government: ordinance no 11/2001 concerning the salary increases that were to be offered in 2008 for the didactic personnel within the education system.

Romania's government: emergency ordinance no.19/2012 concerning the approval for some measures to retrieve salary losses.



Romania's government: emergency ordinance no. 84/2012 concerning the establishment of the didactic personnel within the budget system in 2013, the prorogation of some normative acts terms as well as some fiscal-budgetary measures.

Romania's government: emergency ordinance no. 103/2013 concerning the personnel payment from public funds, as well as well as other measures within the public expenditure domain.

Romania's government: emergency ordinance no. 83/2014 concerning the personnel payment from public funds in 2015 as well as other measures within the public expenditure domain.

Romania's parliament: law no. 128/1997, concerning the didactic personnel's status

Romania's parliament: law no. 154/1998, concerning the establishment system for the base salaries within the budget sector and the indemnities for people that run for public office.

Romania's parliament: law no. 118/2010, concerning some necessary measures for re-establishing the budgetary balance.

Romania's parliament: framework law 284/2010 concerning the unitary payment method for the personnel paid out of public funds

Romania's parliament: law no. 1/2010 of national education

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