

Tableau des cotisations	2022-2023		Cotisation annuelle (selon taux d'emploi)			
			76-100 %	51-75 %	26-50 %	jusqu'à 25 %
Fonction	Classes	Sal. annuel brut sans HP				

### Cycles 1 et 2

Cycle 1 (1H-2H)

Cycle 1 (3H-4H) et cycle 2

Form. Compl.

MAES, FCES, ...

A	CHF 66'173.90	CHF 440.00	CHF 380.00	CHF 325.00	CHF 265.00
B	CHF 76'946.35	CHF 475.00	CHF 410.00	CHF 340.00	CHF 275.00
C	CHF 78'906.75	CHF 480.00	CHF 415.00	CHF 345.00	CHF 280.00
D	CHF 80'866.50	CHF 485.00	CHF 420.00	CHF 350.00	CHF 280.00

### Cycles 2 et 3

ACM, EMU, EVA

ACM, EMU, EVA (brevet A)

ACM, EMU, EVA (Master)

EFA

EFA (brevet A)

CEP

Instit. 7H/8H, EPS (A)

Instit. 9-10H (sans formation compl.)

Instit. 9-10H (avec formation compl.)

EPS (B)

EPS (C)

Classes spéc.

Brevet langues

BESI, bachelor

Master

B	CHF 76'946.35	CHF 475.00	CHF 410.00	CHF 340.00	CHF 275.00
E	CHF 82'826.90	CHF 495.00	CHF 425.00	CHF 350.00	CHF 280.00
F	CHF 84'787.30	CHF 505.00	CHF 430.00	CHF 355.00	CHF 285.00
C	CHF 78'906.75	CHF 480.00	CHF 415.00	CHF 345.00	CHF 280.00
E	CHF 82'826.90	CHF 495.00	CHF 425.00	CHF 350.00	CHF 280.00
B	CHF 76'946.35	CHF 475.00	CHF 410.00	CHF 340.00	CHF 275.00
D	CHF 80'866.50	CHF 485.00	CHF 420.00	CHF 350.00	CHF 280.00
E	CHF 82'826.90	CHF 495.00	CHF 425.00	CHF 350.00	CHF 280.00
G	CHF 86'747.05	CHF 510.00	CHF 435.00	CHF 360.00	CHF 285.00
E	CHF 82'826.90	CHF 495.00	CHF 425.00	CHF 350.00	CHF 280.00
F	CHF 84'787.30	CHF 505.00	CHF 430.00	CHF 355.00	CHF 285.00
E	CHF 82'826.90	CHF 495.00	CHF 425.00	CHF 350.00	CHF 280.00
G	CHF 86'747.05	CHF 510.00	CHF 435.00	CHF 360.00	CHF 285.00
H	CHF 88'707.45	CHF 515.00	CHF 440.00	CHF 365.00	CHF 285.00
K	CHF 94'588.00	CHF 535.00	CHF 455.00	CHF 375.00	CHF 290.00

## Lycées

Ens. Pratique (brevet B)  
Ens. Pratique (certif. A)  
Ens. Pratique (bachelor)  
Ens. Pratique (master)  
Ens. Théorie (maturité)  
Ens. Théorie (brev. Sport II)  
Ens. Théorie (brev. Langues)  
Ens. Théorie (bachelor)  
Ens. Théorie (master)

D	CHF 80'866.50	CHF 485.00	CHF 420.00	CHF 350.00	CHF 280.00
F	CHF 84'787.30	CHF 505.00	CHF 430.00	CHF 355.00	CHF 285.00
G	CHF 86'747.05	CHF 510.00	CHF 435.00	CHF 360.00	CHF 285.00
H	CHF 88'707.45	CHF 515.00	CHF 440.00	CHF 365.00	CHF 285.00
F	CHF 84'787.30	CHF 505.00	CHF 430.00	CHF 355.00	CHF 285.00
I	CHF 90'667.85	CHF 520.00	CHF 445.00	CHF 365.00	CHF 290.00
J	CHF 92'627.60	CHF 530.00	CHF 450.00	CHF 370.00	CHF 290.00
K	CHF 94'588.00	CHF 535.00	CHF 455.00	CHF 375.00	CHF 290.00
M	CHF 98'508.80	CHF 550.00	CHF 465.00	CHF 380.00	CHF 295.00

## Professionnel

Ens. Pratique (CFC)  
Ens. Pratique (ES)  
Ens. Pratique (bachelor)  
Ens. théorie (labo)  
Culture gén. (instit.) IFFP  
Culture gén. (instit.) non-IFFP  
Ens. Théorie (brev. Langues)  
Ens. Théorie (bachelor)  
Ens. théorie (master)

F	CHF 84'787.30	CHF 505.00	CHF 430.00	CHF 355.00	CHF 285.00
H	CHF 88'707.45	CHF 515.00	CHF 440.00	CHF 365.00	CHF 285.00
K	CHF 94'588.00	CHF 535.00	CHF 455.00	CHF 375.00	CHF 290.00
J	CHF 92'627.60	CHF 530.00	CHF 450.00	CHF 370.00	CHF 290.00
H	CHF 88'707.45	CHF 515.00	CHF 440.00	CHF 365.00	CHF 285.00
E	CHF 82'826.90	CHF 495.00	CHF 425.00	CHF 350.00	CHF 280.00
J	CHF 92'627.60	CHF 530.00	CHF 450.00	CHF 370.00	CHF 290.00
K	CHF 94'588.00	CHF 535.00	CHF 455.00	CHF 375.00	CHF 290.00
M	CHF 98'508.80	CHF 550.00	CHF 465.00	CHF 380.00	CHF 295.00

## Directions

Dir. Lycées, ...  
Dir. Lycées, ...  
Dir. Lycées, ...  
Dir. Centre  
Dir. Centre (adjoint-e)  
Sous-dir. éc. techn. + prof.  
Sous-dir. éc. techn. + prof.

D1	CHF 154'944.00	CHF 745.00			
D2	CHF 142'623.00	CHF 700.00			
D3	CHF 133'831.00	CHF 670.00			
S	CHF 133'635.00	CHF 670.00			
P	CHF 123'077.00	CHF 635.00			
D5	CHF 123'258.00	CHF 635.00			
D6	CHF 119'730.00	CHF 625.00			

## HEP BEJUNE

Chargé-e de cours  
Chargé-e d'enseignement  
Professeur-e  
Vice-recteur-trice  
Recteur-trice

---	CHF 97'844.00	CHF 545.00	CHF 465.00	CHF 380.00	CHF 295.00
---	CHF 108'715.00	CHF 585.00	CHF 490.00	CHF 395.00	CHF 305.00
---	CHF 119'587.00	CHF 620.00	CHF 520.00	CHF 415.00	CHF 315.00
---	CHF 137'125.00	CHF 685.00			
---	CHF 143'504.00	CHF 705.00			