

10 things you need to know about your collective agreement:

## The Friskoleavtalet/ Independent Schools Agreement

Effective between September 1st 2025 and August 31st 2027.

Collective agreements regulates most aspects of your employment and provide better benefits than legislation alone.

### 1 Annual pay review

The agreement gives you an annual pay review and also states that your pay and pay progression must be individual and differentiated – you are entitled to yearly meetings with your manager, who must justify your salary based on your education, skills, duties, and how you contribute to the organisation's goals.

### 2 Local collective wage

Local wage formation is the main principle. Under the agreement, wage increases must not be lower than those in the rest of the labour market – the so called “Märket”. However, the local collective wage increases, as well as your own individual raise, may be either higher or lower. If no local agreement is reached, the central parties may step in, and the collective increase is then set in line with “Märket”.

### 3 Flexpension

The agreement entitles you to additional allocations to your occupational pension (tjänstepension), beyond the standard contributions – so-called “flexpension”. These additional allocations are deducted each year from the overall collective wage pot.

### 4 Overtime for part-time employees

If you work part-time you will, from September 1st 2026, receive the same compensation as full-time employees when you work beyond your contracted hours.

### 5 Reimbursement for personal car for work

If you use your own car for work, the agreement states that you must be reimbursed. The agreement also regulates the terms when you accompany students on school trips/camps – you are entitled to an additional 750 SEK per 24-hour period on top of your salary.

### 6 Parental leave supplement

When you take parental leave, you are entitled to additional compensation on top of the statutory parental benefits (a so-called “parental leave supplement”). You can now split this supplement across two periods for parental leaves that start on or after September 1st 2025.

### 7 The agreement sets outer limits for working time:

- Teachers on term-time contracts (“ferietjänst”) have an average annual working time of 1,807 hours, of which 1,360 hours are regulated working time that may be scheduled over a maximum of 194 workdays. The remaining time is trust-based working time.
- Teachers on vacation-based contracts (“semestertjänst”) work on average up to 40 hours per week in a full-time role.

### 8 Influence at the workplace

The collective agreement gives you influence at the workplace. Management must negotiate with the union before major changes like timetables or staffing, and union reps get paid time off to represent you. So, elect a rep!

### 9 Balance between tasks and conditions

The agreement states that sufficient time must be allocated for planning and follow-up, so that you can fulfil your core role effectively. Planning should be done at an overall level and in consultation with your team and manager to ensure balance between tasks and conditions.

### 10 Continued negotiations on regulations

We and Almega Utbildning have agreed to continue negotiations on regulations for teaching time as well as preparation and follow-up time, once the outcome of the legislative proposal from the March 2025 state inquiry is known.

Read more: [sverigeslarare.se/independent-schools-agreement](https://sverigeslarare.se/independent-schools-agreement) 

