

Tableau des cotisations	2024-2025		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 68'847.35	CHF 445.00	CHF 390.00	CHF 330.00	CHF 270.00
B	CHF 80'055.00	CHF 485.00	CHF 415.00	CHF 350.00	CHF 280.00
C	CHF 82'094.60	CHF 495.00	CHF 420.00	CHF 350.00	CHF 280.00
D	CHF 84'133.50	CHF 495.00	CHF 425.00	CHF 355.00	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 80'055.00	CHF 485.00	CHF 415.00	CHF 350.00	CHF 280.00
E	CHF 86'173.10	CHF 505.00	CHF 430.00	CHF 360.00	CHF 285.00
F	CHF 88'212.70	CHF 520.00	CHF 440.00	CHF 360.00	CHF 285.00
C	CHF 82'094.60	CHF 495.00	CHF 420.00	CHF 350.00	CHF 280.00
E	CHF 86'173.10	CHF 505.00	CHF 430.00	CHF 360.00	CHF 285.00
B	CHF 80'055.00	CHF 485.00	CHF 415.00	CHF 350.00	CHF 280.00
D	CHF 84'133.50	CHF 495.00	CHF 425.00	CHF 355.00	CHF 280.00
E	CHF 86'173.10	CHF 505.00	CHF 430.00	CHF 360.00	CHF 285.00
G	CHF 90'251.65	CHF 520.00	CHF 445.00	CHF 365.00	CHF 285.00
E	CHF 86'173.10	CHF 505.00	CHF 430.00	CHF 360.00	CHF 285.00
F	CHF 88'212.70	CHF 520.00	CHF 440.00	CHF 360.00	CHF 285.00
E	CHF 86'173.10	CHF 505.00	CHF 430.00	CHF 360.00	CHF 285.00
G	CHF 90'251.65	CHF 520.00	CHF 445.00	CHF 365.00	CHF 285.00
H	CHF 92'291.25	CHF 530.00	CHF 450.00	CHF 370.00	CHF 290.00
K	CHF 98'409.35	CHF 550.00	CHF 465.00	CHF 380.00	CHF 295.00

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 84'133.50	CHF 495.00	CHF 425.00	CHF 355.00	CHF 280.00
F	CHF 88'212.70	CHF 520.00	CHF 440.00	CHF 360.00	CHF 285.00
G	CHF 90'251.65	CHF 520.00	CHF 445.00	CHF 365.00	CHF 285.00
H	CHF 92'291.25	CHF 530.00	CHF 450.00	CHF 370.00	CHF 290.00
F	CHF 88'212.70	CHF 520.00	CHF 440.00	CHF 360.00	CHF 285.00
I	CHF 94'330.85	CHF 535.00	CHF 455.00	CHF 370.00	CHF 290.00
J	CHF 96'369.75	CHF 540.00	CHF 460.00	CHF 375.00	CHF 295.00
K	CHF 98'409.35	CHF 550.00	CHF 465.00	CHF 380.00	CHF 295.00
M	CHF 102'488.55	CHF 565.00	CHF 475.00	CHF 385.00	CHF 300.00

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 88'212.70	CHF 520.00	CHF 440.00	CHF 360.00	CHF 285.00
H	CHF 92'291.25	CHF 530.00	CHF 450.00	CHF 370.00	CHF 290.00
K	CHF 98'409.35	CHF 550.00	CHF 465.00	CHF 380.00	CHF 295.00
J	CHF 96'369.75	CHF 540.00	CHF 460.00	CHF 375.00	CHF 295.00
H	CHF 92'291.25	CHF 530.00	CHF 450.00	CHF 370.00	CHF 290.00
E	CHF 86'173.10	CHF 505.00	CHF 430.00	CHF 360.00	CHF 285.00
J	CHF 96'369.75	CHF 540.00	CHF 460.00	CHF 375.00	CHF 295.00
K	CHF 98'409.35	CHF 550.00	CHF 465.00	CHF 380.00	CHF 295.00
M	CHF 102'488.55	CHF 565.00	CHF 475.00	CHF 385.00	CHF 300.00

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 160'961.45	CHF 765.00			
D2	CHF 148'156.45	CHF 720.00			
D3	CHF 139'020.70	CHF 690.00			
S	CHF 139'033.70	CHF 690.00			
P	CHF 128'049.35	CHF 650.00			
D5	CHF 128'037.00	CHF 650.00			
D6	CHF 124'371.65	CHF 640.00			

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 137'525.00	CHF 685.00			
---	CHF 143'504.00	CHF 705.00			