

## Wybrane charakterystyki rozkładów średnich wynagrodzeń nauczycieli - samorzady: woj. warmińsko-mazurskie

$S_r$  - oznacza średnie wynagrodzenie wykonane/rzeczywiste

$S_m$  - oznacza średnie wynagrodzenie minimalne art. 30/30a ustawy KN

Dla przykładu w kolumnie  $S_r < 0.905 S_m$  podano procent samorządów w województwie, w których średnie rzeczywiste wynagrodzenie ( $S_r$ ) było niższe o więcej niż 9.5 % od średniego minimalnego ( $S_m$ ), a w kolumnie  $S_r \geq 1.045 S_m$  procent samorządów, w których było ono wyższe co najmniej o 4.5% od wynagrodzenia minimalnego.

| WARMIŃSKO-MAZURSKIE |      | $S_r < 0.905 S_m$ | $S_r < 0.955 S_m$ | $S_r < 0.995 S_m$ | $0.995 S_m \leq S_r < 1.005 S_m$ | $S_r \geq 1.005 S_m$ | $S_r \geq 1.045 S_m$ | $S_r \geq 1.095 S_m$ |
|---------------------|------|-------------------|-------------------|-------------------|----------------------------------|----------------------|----------------------|----------------------|
| dyplomowany         | 2016 | 0,00%             | 0,74%             | 8,09%             | 8,82%                            | 83,09%               | 27,21%               | 3,68%                |
|                     | 2015 | 0,00%             | 0,74%             | 16,18%            | 10,29%                           | 73,53%               | 21,32%               | 1,47%                |
|                     | 2014 | 0,00%             | 2,94%             | 27,21%            | 8,82%                            | 63,97%               | 16,18%               | 2,94%                |
|                     | 2013 | 0,00%             | 5,88%             | 33,09%            | 16,91%                           | 50,00%               | 9,56%                | 2,94%                |
|                     | 2012 | 0,00%             | 5,88%             | 40,44%            | 13,97%                           | 45,59%               | 14,71%               | 1,47%                |
|                     | 2011 | 0,00%             | 6,62%             | 36,76%            | 16,91%                           | 46,32%               | 13,97%               | 2,94%                |
|                     | 2010 | 0,74%             | 4,41%             | 34,56%            | 14,71%                           | 50,74%               | 13,97%               | 1,47%                |
| mianowany           | 2016 | 0,74%             | 5,15%             | 23,53%            | 9,56%                            | 66,91%               | 34,56%               | 10,29%               |
|                     | 2015 | 2,21%             | 8,09%             | 26,47%            | 10,29%                           | 63,24%               | 27,94%               | 5,15%                |
|                     | 2014 | 1,47%             | 8,82%             | 35,29%            | 8,82%                            | 55,88%               | 21,32%               | 1,47%                |
|                     | 2013 | 0,74%             | 8,09%             | 33,82%            | 12,50%                           | 53,68%               | 25,00%               | 5,15%                |
|                     | 2012 | 2,94%             | 10,29%            | 41,18%            | 11,03%                           | 47,79%               | 19,85%               | 5,15%                |
|                     | 2011 | 0,74%             | 11,76%            | 41,91%            | 8,82%                            | 49,26%               | 21,32%               | 5,15%                |
|                     | 2010 | 0,74%             | 6,62%             | 38,97%            | 12,50%                           | 48,53%               | 19,12%               | 1,47%                |
| kontraktowy         | 2016 | 0,74%             | 5,19%             | 11,85%            | 2,96%                            | 85,19%               | 60,74%               | 27,41%               |
|                     | 2015 | 1,47%             | 2,21%             | 13,24%            | 3,68%                            | 83,09%               | 59,56%               | 26,47%               |
|                     | 2014 | 0,74%             | 5,15%             | 8,82%             | 3,68%                            | 87,50%               | 62,50%               | 27,21%               |
|                     | 2013 | 0,74%             | 2,21%             | 8,82%             | 5,88%                            | 85,29%               | 54,41%               | 25,00%               |
|                     | 2012 | 0,00%             | 0,74%             | 9,56%             | 8,09%                            | 82,35%               | 51,47%               | 20,59%               |
|                     | 2011 | 0,00%             | 5,15%             | 10,29%            | 5,15%                            | 84,56%               | 54,41%               | 19,12%               |
|                     | 2010 | 0,00%             | 5,15%             | 13,24%            | 5,88%                            | 80,88%               | 52,21%               | 19,12%               |
| stażysta            | 2016 | 8,46%             | 22,31%            | 41,54%            | 5,38%                            | 53,08%               | 34,62%               | 17,69%               |
|                     | 2015 | 10,57%            | 24,39%            | 39,84%            | 6,50%                            | 53,66%               | 34,15%               | 17,07%               |
|                     | 2014 | 11,86%            | 29,66%            | 48,31%            | 3,39%                            | 48,31%               | 27,12%               | 16,10%               |
|                     | 2013 | 13,93%            | 27,05%            | 45,90%            | 4,92%                            | 49,18%               | 40,16%               | 22,13%               |
|                     | 2012 | 14,73%            | 25,58%            | 42,64%            | 5,43%                            | 51,94%               | 31,01%               | 17,83%               |
|                     | 2011 | 19,40%            | 37,31%            | 55,22%            | 2,24%                            | 42,54%               | 26,87%               | 14,18%               |
|                     | 2010 | 11,03%            | 24,26%            | 51,47%            | 8,09%                            | 40,44%               | 18,38%               | 11,03%               |