Ethiopian Teachers Association (ETA) has hired a consultant in 2008 who developed alternative salary scale for teachers which was endorsed by ETA’s General Congress in July 2008 to be submitted to the Government. The endorsed Salary scale was then presented to HE Prime Minister Meles Zenawi of the Federal Democratic Republic of Ethiopia on the conference organized during the 60th anniversary of ETA in February 2009.

ETA leadership has been negotiating on the issue since then. Serious of debates have been made at different levels. One worth mentioning is the Extra Ordinary General Congress meeting held on 23 February 2012.

A committee drawn from ETA, Ministry of Education and civil service has been established to work on the scale. Finally, the Federal Government took decision and has declared the scale which it believed that it motivates teachers.

Accordingly:

- The career ladder of kindergarten teachers which was five is increased up to seven;
- The career ladder of primary and secondary school teachers was increased from level six to seven;
- New career structure is developed for teachers holding second degree who teach in lower secondary and upper secondary (preparatory to university education), making the lead
teachers’ salary scale of those teachers eight (customarily called P.S.8);
   - Salary scale of lead school principal and supervisor is made more by one level than the last level of the ordinary civil servants.
   - Salary scale of teachers is put on the second grade as compared to the salary scale of the ordinary civil servants.
   - Number of years required to stay for four years to promote from one level to the next for some of the career ladders is reduced to three years.

Ethiopian Teachers Association welcomes and appreciates the decision made by the Government.

ETA is committed to serve its members by negotiating on behalf of them for further improvements in this matter.

ETA also calls up on its members to put their utmost efforts to improve quality of education by implementing the quality improvement six programs underway.