

According to decision, young specialists who are continuing their action in the same educational establishment for 3 years and who started his labor action in common educational establishments under state order, will be given 60 (sixty) manat in order to pay municipal expenses and rent fee for settlement, 100 (hundred) manat extra amount will be paid to monthly salary for 3 years of young specialists who started their labor activity in common educational establishments located in more than 20 miles from regional centers. It should be pointed that, amount of the same capitals were accordingly 40 and 70 manat prior to the changes.

Thus, total sum of compensation and extra payment to be given to young specialists who started their labor activity in common educational establishments located in more than 20 miles distance from regional center, will be 160 manat.

For information, it should be noted that, monthly salary of teacher who newly started his action is 155 manat for one partition (12 hours) lesson burden. If compensation and stimulation actions are added, monthly salary will be 315 manat. Partition's grow will affect to increase of salary.

Young specialists who are appointed to village schools for labor actions in concrete work places, also road expenses, transport costs for property and costs for primary living condition will be paid one-time assistance twice the amount of wages.

22552 motivation actions have been applied in village schools through attentive approaching to this question by The Ministry of Education in the past academic year, so, this is 78 percent of all vacant positions.

One of important novelties, is payment of compensation and addition to wage for more 2 years to young specialists who continue their pedagogical action in the same or other village school after completion of 3 years period. Extension of period serves to provision of accommodation of young specialists in the villages where they work. According to the analysis, part of young specialists leave their work places after termination of period due to lack of accommodation opportunities for 3 years.

According to decision of The Cabinet of Ministers, issues like meeting of living condition, also allocation of land areas for young specialists who began action in village schools, will be implemented together with the municipalities by local executive authorities.

Documents on making relevant amendments in legislation by The Ministry of Education regarding with elimination of the difficulties on the sphere of giving mortgage loans and allocation of land areas for permanent accommodation to young specialists, are compiled.

The Ministry of Education is performing effective actions on the direction of total elimination of the needs for teaching personnel in especially village schools, also recruitment of competent and professional teachers, stimulation of teachers' action

As per offer of The Ministry of Education, weekly lesson maximum burden of circle' leaders, also teachers in all type common educational establishments, gymnasium and lyceums, vocational schools and vocational lyceums, sport and art schools, have been increased from 24 hours to 36 hours under decision dated December 27, 2013 of Cabinet of Ministers. Actions performed regarding with execution of decision, positively affected to decrease of the vacancies in secondary education establishments of country, optimization of teacher-pupil correlation, improvement of social welfare of the teachers. Rules applied on the sphere of recruitment of the teachers, alongside with provision of transparent and objectivity, can be considered quicker mechanism in our country.

So, application of this mechanism (e-application, electron examination, electronic placement, electronic notification) performed through wide application of Information Communication Technologies and electronic services, allows each participants to be acquainted with the result of examination before leaving lecture-hall. Also, the results are sent to "Personal page" of teacher. That is, teacher is informed about which school he is admitted or reason why he didn't pass from contest.

---

This is a result of provision of transparency and objectivity of recruitment rules of the teacher that, although nearly 18 000 teachers took part in the contest held on July of current year, but no one appealed for the results.

Now need for teaching personnel has been minimized in village schools and number of vacant teacher positions under country after last contest, is less than 11 percent of a common teacher number as a result of applied new mechanism and stimulation actions, systematic work performed under recruitment of the teachers by The Ministry of Education. So, there were need for 10 000 teachers in village schools of country 7 years ago. Now, 143451 teachers are functioning in the secondary schools of country.

[Decision of Cabinet of Ministers of Azerbaijan Republic about amendment in the decision No.67 dated April 14, 2010 of The Cabinet of Ministers of Azerbaijan Republic "About determination of stimulating actions and additional discounts for young specialists who started their function in the secondary educational establishments and who finished higher and secondary educational establishments under pedagogical specializations"](#)