

# Overview of bill for partial revision of Act on Special Measures concerning Salaries, etc. of Educational Personnel in Public Compulsory Education Schools

## Aim

In light of the importance of securing excellent teachers, in order to further promote workstyle reforms in public compulsory education schools, etc., promote systematic school management and instruction, and improve the treatment of teachers, the Government will take measures such as requiring boards of education to formulate and publicize action plans for workload management and health assurance measures, establishing the new position of coordinating teacher, raising the standard amount for additional adjustments for the teaching profession, and establishing regulations regarding the content of the special allowance for compulsory education teachers.

## Outline

### 1. Further promotion of workstyle reforms in schools

#### (1) Measures to Ensure Implementation by Boards of Education

(related to Special Measures Act, Article 8)

- Makes it mandatory for boards of education to formulate and publicly announce plans (implementation plans for workload management and health assurance measures; hereafter, “the Plans”) for implementing measures (workload management and health assurance measures) to properly manage teachers’ workloads, to ensure their health and welfare, and to make public the status of implementation of those Plans.
- The contents and implement status of the Plans will be reported at meetings on comprehensive education.
- Prefectural boards of education are required to provide guidance and advice to municipal and town boards of education regarding the formulation and implementation of the Plans

#### (2) Measures for ensuring implementation at schools (related to School Education Act, Article 42)

- Public schools are required to ensure that measures to improve school management developed based on the results of school evaluations are consistent with the Plans.
- This includes action related to the implementation of workload management and health assurance measures in the “basic policy” for school management, for which the principal of a public school must get approval from the school management council. \*(for schools with school management councils)

(related to Act on the Organization and Operation of Local Educational Administration, Article 47-5)

### 2. Promotion of systematic school management and instruction

Schools may appoint a “coordinating teacher,” who will be in charge of the education of children and the overall coordination among teachers regarding educational activities at schools

(related to School Education Act, Articles 27 and 37)

### 3. Improvement of treatment of teachers (related to Special Measures Act, Article 3)

#### (1) Realization of treatment appropriate for highly skilled professionals

Phased increase of standard amount of additional adjustments for the teaching profession from 4% to 10% of monthly salary.

\*The additional adjustments for the teaching profession for kindergarten teachers will remain at the current level, considering that financial measures contributing to improving teachers’ working conditions have been implemented within the framework of the “Comprehensive Support System for Children and Child-rearing.”

#### (2) Improvement of treatment according to job and work situation

- Special allowances for compulsory education teachers will be paid according to the type of school tasks; the amount will be set by ordinance, taking into consideration the difficulty of the payment, etc. (an additional allowance for homeroom teachers is anticipated). (related to Special Act for Educational Personnel, Article 13)
- Teachers who are receiving training for restoring ability of educational guidance will not be paid the additional adjustments for the teaching profession. (related to the Special Measures Act, Articles 3 and 5)

## Effective dates

For 1 and 2 above, April 1, 2026

For 3, January 1, 2026

(related to Supplementary Provisions, Article 1)

# 公立の義務教育諸学校等の教育職員の給与等に関する特別措置法等の一部を改正する法律案の概要

## 趣 旨

教員に優れた人材を確保する必要性に鑑み、公立の義務教育諸学校等における働き方改革の一層の推進、組織的な学校運営及び指導の促進並びに教員の処遇の改善を図るため、教育委員会に対する業務量管理・健康確保措置実施計画の策定及び公表等の義務付け、主務教諭の職の新設、教職調整額の基準となる額の引上げ、義務教育等教員特別手当の内容に関する規定の整備等の措置を講ずる。

## 概 要

### 1. 学校における働き方改革の一層の推進

#### (1) 教育委員会における実施の確保のための措置【給特法第8条関係】

- ・ 教育委員会に対し、教員の業務量の適切な管理と健康・福祉を確保するための措置（業務量管理・健康確保措置）を実施するための計画（業務量管理・健康確保措置実施計画。以下「計画」という。）の策定・公表、計画の実施状況の公表を義務付ける。
- ・ 計画の内容及び実施状況について、総合教育会議への報告を義務付ける。
- ・ 計画の策定・実施に関して、都道府県教育委員会による市町村教育委員会への指導助言等を努力義務とする。

#### (2) 学校における実施の確保のための措置

- ・ 公立学校が、学校評価の結果に基づき講ずる学校運営の改善を図るための措置が、計画に適合するものとなることを義務付ける。【学校教育法第42条関係】
- ・ 公立学校の校長が学校運営協議会の承認を得ることとなっている学校運営に関する「基本的な方針」に、業務量管理・健康確保措置の実施に関する内容を含める。※学校運営協議会を置く学校【地方教育行政の組織及び運営に関する法律第47条の5関係】

### 2. 組織的な学校運営及び指導の促進

児童等の教育をつかさどるとともに、学校の教育活動に関し教職員間の総合的な調整を行う「主務教諭」を置くことができることとする。【学校教育法第27条、第37条関係】

### 3. 教員の処遇の改善

#### (1) 高度専門職にふさわしい処遇の実現

教職調整額の基準となる額を給料月額額の4%から10%まで段階的に引き上げる。【給特法第3条関係】  
※幼稚園の教員に係る教職調整額については、子ども・子育て支援新制度の枠組みにおいて、処遇改善に資する財政措置が講じられていること等に鑑み、現状維持とする。

#### (2) 職務や勤務の状況に応じた処遇の実現

- ・ 義務教育等教員特別手当を校務類型に応じて支給することとし、その困難性等を考慮して条例で支給額を定めることとする（学級担任への加算を想定）。【教育公務員特例法第13条関係】
- ・ 指導改善研修を受けている教員には、教職調整額を支給しないこととする。【給特法第3条、第5条関係】

## 施行期日

1及び2については、令和8（2026）年4月1日

3については、令和8（2026）年1月1日

【附則第1条関係】