

**Tabellen en bedragen voor CAO PO per 1 september 2015
(publicatie PO-Raad 12 november 2015)**

| | | | | | | |
|--|------|--------|------|------|------|------|
| minimumloon 1 juli 2015 | | 1507,8 | | | | |
| carrièrepatroon directeuren bedoeld in art 6.22 en 6.23 | | | | | | |
| | DA | DB | DC | DC+ | DD | DE |
| 1 | 2669 | 2774 | 2880 | 2880 | 2924 | 3034 |
| 2 | 2774 | 2984 | 3195 | 3195 | 3143 | 3260 |
| 3 | 2880 | 3195 | 3405 | 3405 | 3366 | 3474 |
| 4 | 2984 | 3299 | 3614 | 3614 | 3580 | 3698 |
| 5 | 3088 | 3405 | 3825 | 3825 | 3817 | 3932 |
| 6 | 3195 | 3508 | 3932 | 3932 | 3932 | 4153 |
| 7 | 3299 | 3614 | 4037 | 4037 | 4041 | 4374 |
| 8 | 3405 | 3721 | 4141 | 4141 | 4153 | 4485 |
| 9 | 3508 | 3825 | 4246 | 4246 | 4259 | 4592 |
| 10 | 3614 | 3932 | 4350 | 4350 | 4374 | 4703 |
| 11 | 3721 | 4037 | 4457 | 4457 | 4485 | 4842 |
| 12 | 3825 | 4141 | 4562 | 4562 | 4592 | 4982 |
| 13 | 3932 | 4246 | 4667 | 4667 | 4703 | 5120 |
| 14 | | 4350 | 4771 | 4771 | 4842 | 5260 |
| 15 | | 4457 | 4876 | 4876 | 4982 | 5400 |
| 16 | | | 4983 | 4983 | 5120 | 5547 |
| 17 | | | | 5087 | 5260 | 5698 |
| 18 | | | | 5192 | 5326 | 5854 |

| | | | | |
|---|------|------|------|------------|
| carrièrepatroon meerhoofdige schoolleiding basisschool art. 6.22, vierde lid | | | | |
| | DA11 | DA13 | DB | DB+uitloop |
| 1 | 2669 | 2669 | 2774 | 2774 |
| 2 | 2774 | 2774 | 2984 | 2984 |
| 3 | 2880 | 2880 | 3195 | 3195 |
| 4 | 2984 | 2984 | 3299 | 3299 |
| 5 | 3088 | 3088 | 3405 | 3405 |
| 6 | 3195 | 3195 | 3508 | 3508 |
| 7 | 3299 | 3299 | 3614 | 3614 |
| 8 | 3405 | 3405 | 3721 | 3721 |
| 9 | 3508 | 3508 | 3825 | 3825 |
| 10 | 3614 | 3614 | 3932 | 3932 |
| 11 | 3721 | 3721 | 4037 | 4037 |
| 12 | | 3825 | 4141 | 4141 |
| 13 | | 3932 | 4246 | 4246 |
| 14 | | | 4350 | 4350 |
| 15 | | | 4457 | 4457 |
| 16 | | | | 4562 |
| 17 | | | | 4667 |

| | | | | |
|--|------|------|------|------------|
| carrièrepatroon meerhoofdige schoolleiding aan speciale school basisonderwijs art. 6.22, 4e lid | | | | |
| | DA10 | DA11 | DC | DC+uitloop |
| 1 | 2774 | 2774 | 2880 | 2880 |
| 2 | 2984 | 2984 | 3195 | 3195 |
| 3 | 3195 | 3195 | 3405 | 3405 |

| | | | | |
|----|------|------|------|------|
| 4 | 3299 | 3299 | 3614 | 3614 |
| 5 | 3405 | 3405 | 3825 | 3825 |
| 6 | 3508 | 3508 | 3932 | 3932 |
| 7 | 3614 | 3614 | 4037 | 4037 |
| 8 | 3721 | 3721 | 4141 | 4141 |
| 9 | 3825 | 3825 | 4246 | 4246 |
| 10 | 3932 | 3932 | 4350 | 4350 |
| 11 | | 4037 | 4457 | 4457 |
| 12 | | | 4562 | 4562 |
| 13 | | | 4667 | 4667 |
| 14 | | | | 4771 |
| 15 | | | | 4876 |

carrièrepatroon adjunct-directeuren
bedoeld in art. 6.22 en 6.23

| | AB | AC | AD | AE |
|----|------|------|------|------|
| 1 | 2444 | 2496 | 2619 | 2749 |
| 2 | 2554 | 2619 | 2749 | 2981 |
| 3 | 2675 | 2749 | 2981 | 3200 |
| 4 | 2809 | 2866 | 3200 | 3426 |
| 5 | 2922 | 2981 | 3320 | 3642 |
| 6 | 3039 | 3092 | 3426 | 3879 |
| 7 | 3148 | 3200 | 3534 | 3993 |
| 8 | 3257 | 3320 | 3642 | 4105 |
| 9 | 3375 | 3426 | 3759 | 4215 |
| 10 | 3484 | 3534 | 3879 | 4324 |
| 11 | 3589 | 3642 | 3993 | 4438 |
| 12 | 3697 | 3759 | 4105 | 4550 |
| 13 | 3879 | 3879 | 4215 | 4657 |
| 14 | | 3993 | 4324 | 4770 |
| 15 | | 4105 | 4438 | 4910 |
| 16 | | 4215 | 4550 | 5048 |
| 17 | | 4324 | 4657 | 5189 |
| 18 | | 4380 | 4770 | 5329 |
| 19 | | | 4910 | 5396 |
| 20 | | | 4979 | |

bijlage A2

carrièrepatroon leraren
bedoeld in art. 6.30

| | LA | LB | LC | LD | LE |
|----|------|------|------|------|------|
| 1 | 2346 | 2433 | 2446 | 2455 | 3159 |
| 2 | 2394 | 2491 | 2565 | 2603 | 3279 |
| 3 | 2446 | 2558 | 2686 | 2754 | 3385 |
| 4 | 2498 | 2622 | 2809 | 2908 | 3601 |
| 5 | 2550 | 2687 | 2929 | 3062 | 3838 |
| 6 | 2611 | 2760 | 3054 | 3223 | 3988 |
| 7 | 2674 | 2839 | 3183 | 3390 | 4140 |
| 8 | 2743 | 2925 | 3314 | 3559 | 4291 |
| 9 | 2820 | 3026 | 3451 | 3737 | 4443 |
| 10 | 2899 | 3127 | 3591 | 3922 | 4594 |
| 11 | 2986 | 3237 | 3732 | 4113 | 4746 |
| 12 | 3077 | 3350 | 3879 | 4310 | 4899 |
| 13 | 3175 | 3467 | 4030 | 4514 | 5052 |
| 14 | 3277 | 3590 | 4183 | 4723 | 5202 |

bijlage A3

carrièrepatroon OOP
bedoeld in art. 6.32

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|----|---------|---------|---------|------|------|------|------|------|
| 1 | 1507,80 | 1507,80 | 1507,80 | 1513 | 1545 | 1605 | 1715 | 1943 |
| 2 | 1513 | 1545 | 1605 | 1576 | 1576 | 1671 | 1765 | 1998 |
| 3 | 1576 | 1605 | 1671 | 1637 | 1671 | 1885 | 1885 | 2107 |
| 4 | 1605 | 1671 | 1765 | 1715 | 1765 | 1998 | 2107 | 2326 |
| 5 | 1637 | 1715 | 1827 | 1827 | 1885 | 2053 | 2211 | 2435 |
| 6 | 1671 | 1765 | 1885 | 1885 | 1943 | 2107 | 2271 | 2555 |
| 7 | 1715 | 1827 | 1943 | 1943 | 1998 | 2160 | 2326 | 2623 |
| 8 | | 1885 | 1998 | 1998 | 2053 | 2211 | 2379 | 2686 |
| 9 | | | 2053 | 2053 | 2107 | 2271 | 2435 | 2741 |
| 10 | | | | 2107 | 2160 | 2326 | 2494 | 2800 |
| 11 | | | | 2160 | 2211 | 2379 | 2555 | 2860 |
| 12 | | | | | 2271 | | 2623 | 2915 |
| 13 | | | | | | | | 2967 |
| 14 | | | | | | | | |
| 15 | | | | | | | | |
| 16 | | | | | | | | |
| 17 | | | | | | | | |
| 18 | | | | | | | | |

| | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|----|------|------|------|------|------|------|------|------|
| 1 | 2234 | 2234 | 2348 | 3163 | 3840 | 4401 | 4620 | 5012 |
| 2 | 2348 | 2459 | 2459 | 3283 | 3956 | 4514 | 4733 | 5152 |
| 3 | 2580 | 2580 | 2580 | 3387 | 4066 | 4733 | 4871 | 5290 |
| 4 | 2712 | 2712 | 2712 | 3497 | 4179 | 4871 | 5152 | 5581 |
| 5 | 2827 | 2827 | 2827 | 3603 | 4285 | 5012 | 5290 | 5731 |
| 6 | 2944 | 2944 | 2944 | 3723 | 4514 | 5152 | 5432 | 5888 |
| 7 | 3053 | 3053 | 3053 | 3956 | 4620 | 5290 | 5581 | 6074 |
| 8 | 3163 | 3163 | 3283 | 4066 | 4733 | 5432 | 5731 | 6270 |
| 9 | 3283 | 3283 | 3387 | 4179 | 4871 | 5581 | 5888 | 6470 |
| 10 | 3387 | 3387 | 3497 | 4285 | 5012 | 5731 | 6074 | 6677 |
| 11 | | 3497 | 3603 | 4401 | 5152 | 5888 | 6270 | 6887 |
| 12 | | 3603 | 3723 | 4514 | 5290 | | 6470 | 7107 |
| 13 | | 3723 | 3840 | 4620 | 5359 | | | |
| 14 | | | 3956 | 4733 | | | | |
| 15 | | | 4066 | 4871 | | | | |
| 16 | | | 4179 | 4942 | | | | |
| 17 | | | 4285 | | | | | |
| 18 | | | 4343 | | | | | |

bijlage A4

carrièrepatroon I/D banen

| | doorstroombanen | | | |
|----|-----------------|---|----------|----------|
| | schaal 1 | | schaal 2 | schaal 3 |
| a1 | 1507,80 | 1 | 1507,80 | 1507,80 |
| a2 | 1507,80 | 2 | 1545 | 1605 |
| 1 | 1507,80 | 3 | 1605 | 1671 |
| 2 | 1513 | 4 | 1671 | 1765 |
| 3 | 1576 | 5 | 1715 | 1827 |

| | | | | |
|---|------|---|------|------|
| 4 | 1605 | 6 | 1765 | 1885 |
| 5 | 1637 | 7 | 1827 | 1943 |
| 6 | 1671 | 8 | 1885 | |
| 7 | 1715 | | | |

| | |
|---|--------|
| bijlage A7 bindingstoelage artikel 6.14 | |
| leraar | 732,84 |
| directiefunctie | 224,38 |
| OOP schaal 9 | 224,38 |

| | |
|--|-------|
| inkomenstoelage art. 6.14a per maand | |
| | 33,21 |

| | |
|---|--|
| structurele eindejaarsuitkering art. 6.15 6,30% | |
|---|--|

| | |
|--------------------------------------|---------|
| eindejaarsuitkering OOP art. 6.33 | |
| a functieschalen 1-5 | 1096,66 |
| b functieschalen 6-8 | 1050,55 |

| | |
|-----------------------------------|-------|
| schaaluitloopbedrag art. 6.14b | |
| LA basisonderwijs | 62,50 |
| LB speciaal (basis)onderwijs | 62,50 |

| | |
|--|--------|
| toelage directeur art. 6.29a per maand | |
| | 305,35 |

| | |
|--|--------|
| nominale uitkering (dag van de leraar) art. 6.14c | |
| | 200,00 |

| | |
|---|-------|
| bijlage A8 uitlooptoeslag art. 6.13 | |
| LA | 29,96 |
| LB | 26,28 |
| LC | 47,86 |
| LD | 23,67 |

| | |
|---|--------|
| minimumbedrag bij promotie art. 6.24 | |
| | 105,16 |

| | |
|------------------------------|--------|
| toelage seniorleraar art. | |
| 1e jaar | 118,31 |

Bijlage A9
de kleine tabel 'situatie per 1 januari 2013'

| | |
|--|--------|
| uitlooptoeslag | 29,96 |
| | 26,28 |
| bindingstoelage | 732,84 |
| | 224,38 |
| | 224,38 |
| inkomenstoelage | 33,21 |
| schaaluitloopbedrag | 62,50 |
| eindejaarsuitkering | 91,39 |
| | 87,55 |
| toelage directeuren | 305,35 |
| nominale uitkering (dag van de leraar) | 20,00 |
| minimumvakantieuitkering | 143,95 |

Bijlage A2
15-jaarsuitzicht

| schaal | salaris- nummer | bedrag |
|--------|--------------------|--------|
| 10 | 10 | 3462 |
| 10 | 11 | 3568 |
| 10 | 12 | 3686 |
| 11 | 6 | 3804 |
| 11 | 7 | 3917 |
| 11 | 8 | 4027 |
| 11 | 9 | 4138 |
| 11 | 10 | 4244 |
| 12 | 3 | 4358 |
| 12 | 4 | 4468 |
| 12 | 5 | 4575 |
| 12 | 6 | 4686 |
| 12 | 7 | 4824 |
| 13 | 5 | 4962 |
| 13 | 6 | 5101 |
| 13 | 7 | 5239 |
| 14 | 6 | 5375 |
| 14 | 7 | 5516 |
| 14 | 8 | 5664 |
| 15 | 6 | 5823 |
| 15 | 7 | 5977 |
| 15 | 8 | 6135 |
| 16 | 6 | 6321 |
| 16 | 7 | 6502 |
| 16 | 8 | 6686 |
| 17 | 6 | 6869 |
| 17 | 7 | 7052 |
| 17 | 8 | 7236 |
| 18 | 6 | 7462 |
| 18 | 7 | 7683 |
| 18 | 8 | 7905 |