

Financiële arbeidsvoorwaarden CAO MBO 2016 - 2017

Looptijd 1 juli 2016 tot 1 oktober 2017

Financiële arbeidsvoorwaarden

pag.

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Financiële arbeidsvoorwaarden

CAO MBO 2016 - 2017

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| | | | | | |
|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Carrièrepatronen OBP

Carrièrepatroon 1 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 1.01 | 1553 | | 1573 | | 1620 | |
| 1.02 | 1616 | | 1636 | | 1685 | |
| 1.03 | 1677 | | 1698 | | 1749 | |
| 1.04 | 1707 | | 1729 | | 1781 | |
| 1.05 | 1741 | | 1763 | | 1816 | |
| 1.06 | 1774 | | 1796 | | 1850 | |
| 1.07 | 1818 | | 1841 | | 1896 | |

Carrièrepatroon 2 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 2.01 | 1585 | | 1605 | | 1653 | |
| 2.02 | 1648 | | 1669 | | 1719 | |
| 2.03 | 1707 | | 1729 | | 1781 | |
| 2.04 | 1774 | | 1796 | | 1850 | |
| 2.05 | 1818 | | 1841 | | 1896 | |
| 2.06 | 1866 | | 1890 | | 1946 | |
| 2.07 | 1928 | | 1952 | | 2010 | |
| 2.08 | 1988 | | 2013 | | 2073 | |

Carrièrepatroon 3 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 3.01 | 1585 | | 1605 | | 1653 | |
| 3.02 | 1707 | | 1729 | | 1781 | |
| 3.03 | 1774 | | 1796 | | 1850 | |
| 3.04 | 1866 | | 1890 | | 1946 | |
| 3.05 | 1928 | | 1952 | | 2010 | |
| 3.06 | 1988 | | 2013 | | 2073 | |
| 3.07 | 2045 | | 2071 | | 2133 | |
| 3.08 | 2101 | | 2127 | | 2191 | |
| 3.09 | 2156 | | 2183 | | 2249 | |

Carrièrepatroon 4 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 4.01 | 1616 | | 1636 | | 1685 | |
| 4.02 | 1677 | | 1698 | | 1749 | |
| 4.03 | 1741 | | 1763 | | 1816 | |
| 4.04 | 1818 | | 1841 | | 1896 | |
| 4.05 | 1928 | | 1952 | | 2010 | |
| 4.06 | 1988 | | 2013 | | 2073 | |
| 4.07 | 2045 | | 2071 | | 2133 | |
| 4.08 | 2101 | | 2127 | | 2191 | |
| 4.09 | 2156 | | 2183 | | 2249 | |
| 4.10 | 2210 | | 2238 | | 2305 | |
| 4.11 | 2264 | | 2293 | | 2361 | |

Carrièrepatroon 5 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 5.01 | 1648 | | 1669 | | 1719 | |
| 5.02 | 1677 | | 1698 | | 1749 | |
| 5.03 | 1774 | | 1796 | | 1850 | |
| 5.04 | 1866 | | 1890 | | 1946 | |
| 5.05 | 1988 | | 2013 | | 2073 | |
| 5.06 | 2045 | | 2071 | | 2133 | |
| 5.07 | 2101 | | 2127 | | 2191 | |
| 5.08 | 2156 | | 2183 | | 2249 | |
| 5.09 | 2210 | | 2238 | | 2305 | |
| 5.10 | 2264 | | 2293 | | 2361 | |
| 5.11 | 2316 | | 2345 | | 2416 | |
| 5.12 | 2374 | | 2404 | | 2476 | |

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Carrièrepatroon 6 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 6.01 | 1703 | | 1725 | | 1776 | |
| 6.02 | 1771 | | 1793 | | 1847 | |
| 6.03 | 1863 | | 1887 | | 1943 | |
| 6.04 | 1984 | | 2009 | | 2069 | |
| 6.05 | 2098 | | 2124 | | 2188 | |
| 6.06 | 2152 | | 2179 | | 2244 | |
| 6.07 | 2207 | | 2235 | | 2302 | |
| 6.08 | 2260 | | 2288 | | 2357 | |
| 6.09 | 2312 | | 2341 | | 2411 | |
| 6.10 | 2370 | | 2400 | | 2472 | |
| 6.11 | 2426 | | 2457 | | 2530 | |
| 6.12 | 2480 | | 2510 | | 2586 | |

Carrièrepatroon 7 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 7.01 | 1815 | | 1838 | | 1893 | |
| 7.02 | 1863 | | 1887 | | 1943 | |
| 7.03 | 1984 | | 2009 | | 2069 | |
| 7.04 | 2098 | | 2124 | | 2188 | |
| 7.05 | 2207 | | 2235 | | 2302 | |
| 7.06 | 2312 | | 2341 | | 2411 | |
| 7.07 | 2370 | | 2400 | | 2472 | |
| 7.08 | 2426 | | 2457 | | 2530 | |
| 7.09 | 2480 | | 2510 | | 2586 | |
| 7.10 | 2537 | | 2568 | | 2645 | |
| 7.11 | 2595 | | 2627 | | 2706 | |
| 7.12 | 2655 | | 2688 | | 2769 | |
| 7.13 | 2725 | | 2759 | | 2842 | |

Carrièrepatroon 8 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 8.01 | 2041 | | 2066 | | 2128 | |
| 8.02 | 2098 | | 2124 | | 2188 | |
| 8.03 | 2207 | | 2235 | | 2302 | |
| 8.04 | 2312 | | 2341 | | 2411 | |
| 8.05 | 2426 | | 2457 | | 2530 | |
| 8.06 | 2537 | | 2568 | | 2645 | |
| 8.07 | 2655 | | 2688 | | 2769 | |
| 8.08 | 2725 | | 2759 | | 2842 | |
| 8.09 | 2788 | | 2822 | | 2907 | |
| 8.10 | 2843 | | 2878 | | 2965 | |
| 8.11 | 2903 | | 2939 | | 3027 | |
| 8.12 | 2964 | | 3001 | | 3091 | |
| 8.13 | 3018 | | 3056 | | 3148 | |
| 8.14 | 3071 | | 3110 | | 3203 | |

Carrièrepatroon 9 functie

| | | | | | | |
|------|------|--|------|--|------|--|
| 9.01 | 2312 | | 2341 | | 2411 | |
| 9.02 | 2426 | | 2457 | | 2530 | |
| 9.03 | 2537 | | 2568 | | 2645 | |
| 9.04 | 2655 | | 2688 | | 2769 | |
| 9.05 | 2788 | | 2822 | | 2907 | |
| 9.06 | 2903 | | 2939 | | 3027 | |
| 9.07 | 3018 | | 3056 | | 3148 | |
| 9.08 | 3127 | | 3166 | | 3261 | |
| 9.09 | 3235 | | 3276 | | 3374 | |
| 9.10 | 3356 | | 3398 | | 3500 | |
| 9.11 | 3462 | | 3505 | | 3610 | |

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|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Carrièrepatroon 10 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 10.01 | 2576 | | 2609 | | 2687 | |
| 10.02 | 2692 | | 2725 | | 2807 | |
| 10.03 | 2808 | | 2843 | | 2928 | |
| 10.04 | 2924 | | 2961 | | 3050 | |
| 10.05 | 3041 | | 3079 | | 3171 | |
| 10.06 | 3157 | | 3196 | | 3292 | |
| 10.07 | 3273 | | 3314 | | 3413 | |
| 10.08 | 3388 | | 3431 | | 3534 | |
| 10.09 | 3505 | | 3549 | | 3655 | |
| 10.10 | 3621 | | 3666 | | 3776 | |
| 10.11 | 3737 | | 3784 | | 3898 | |
| 10.12 | 3854 | | 3902 | | 4019 | |

Carrièrepatroon 11 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 11.01 | 2945 | | 2981 | | 3071 | |
| 11.02 | 3074 | | 3113 | | 3206 | |
| 11.03 | 3203 | | 3243 | | 3340 | |
| 11.04 | 3332 | | 3374 | | 3475 | |
| 11.05 | 3461 | | 3504 | | 3609 | |
| 11.06 | 3590 | | 3635 | | 3744 | |
| 11.07 | 3720 | | 3766 | | 3879 | |
| 11.08 | 3848 | | 3897 | | 4013 | |
| 11.09 | 3978 | | 4028 | | 4149 | |
| 11.10 | 4107 | | 4158 | | 4283 | |
| 11.11 | 4236 | | 4289 | | 4418 | |
| 11.12 | 4366 | | 4420 | | 4553 | |

Carrièrepatroon 12 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 12.01 | 3368 | | 3410 | | 3512 | |
| 12.02 | 3511 | | 3555 | | 3661 | |
| 12.03 | 3655 | | 3700 | | 3811 | |
| 12.04 | 3798 | | 3846 | | 3961 | |
| 12.05 | 3941 | | 3991 | | 4110 | |
| 12.06 | 4085 | | 4136 | | 4260 | |
| 12.07 | 4229 | | 4282 | | 4410 | |
| 12.08 | 4372 | | 4426 | | 4559 | |
| 12.09 | 4516 | | 4572 | | 4709 | |
| 12.10 | 4659 | | 4718 | | 4859 | |
| 12.11 | 4802 | | 4862 | | 5008 | |
| 12.12 | 4946 | | 5008 | | 5158 | |

Carrièrepatroon 13 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 13.01 | 3852 | | 3900 | | 4017 | |
| 13.02 | 3977 | | 4027 | | 4148 | |
| 13.03 | 4104 | | 4155 | | 4279 | |
| 13.04 | 4229 | | 4282 | | 4410 | |
| 13.05 | 4354 | | 4409 | | 4541 | |
| 13.06 | 4481 | | 4537 | | 4673 | |
| 13.07 | 4606 | | 4664 | | 4804 | |
| 13.08 | 4732 | | 4791 | | 4935 | |
| 13.09 | 4858 | | 4919 | | 5067 | |
| 13.10 | 4984 | | 5046 | | 5198 | |
| 13.11 | 5110 | | 5174 | | 5329 | |
| 13.12 | 5236 | | 5301 | | 5460 | |
| 13.13 | 5361 | | 5428 | | 5591 | |

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|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Carrièrepatroon 14 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 14.01 | 4407 | | 4463 | | 4596 | |
| 14.02 | 4520 | | 4576 | | 4713 | |
| 14.03 | 4627 | | 4685 | | 4825 | |
| 14.04 | 4739 | | 4798 | | 4942 | |
| 14.05 | 4877 | | 4938 | | 5086 | |
| 14.06 | 5015 | | 5078 | | 5230 | |
| 14.07 | 5156 | | 5221 | | 5377 | |
| 14.08 | 5295 | | 5361 | | 5522 | |
| 14.09 | 5434 | | 5502 | | 5667 | |
| 14.10 | 5581 | | 5650 | | 5820 | |
| 14.11 | 5733 | | 5804 | | 5978 | |
| 14.12 | 5889 | | 5962 | | 6141 | |

Carrièrepatroon 15 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 15.01 | 4627 | | 4685 | | 4825 | |
| 15.02 | 4739 | | 4798 | | 4942 | |
| 15.03 | 4877 | | 4938 | | 5086 | |
| 15.04 | 5015 | | 5078 | | 5230 | |
| 15.05 | 5156 | | 5221 | | 5377 | |
| 15.06 | 5295 | | 5361 | | 5522 | |
| 15.07 | 5434 | | 5502 | | 5667 | |
| 15.08 | 5581 | | 5650 | | 5820 | |
| 15.09 | 5733 | | 5804 | | 5978 | |
| 15.10 | 5889 | | 5962 | | 6141 | |
| 15.11 | 6074 | | 6150 | | 6335 | |
| 15.12 | 6268 | | 6346 | | 6537 | |
| 15.13 | 6466 | | 6547 | | 6743 | |

Carrièrepatroon 16 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 16.01 | 5015 | | 5078 | | 5230 | |
| 16.02 | 5156 | | 5221 | | 5377 | |
| 16.03 | 5295 | | 5361 | | 5522 | |
| 16.04 | 5434 | | 5502 | | 5667 | |
| 16.05 | 5581 | | 5650 | | 5820 | |
| 16.06 | 5733 | | 5804 | | 5978 | |
| 16.07 | 5889 | | 5962 | | 6141 | |
| 16.08 | 6074 | | 6150 | | 6335 | |
| 16.09 | 6268 | | 6346 | | 6537 | |
| 16.10 | 6466 | | 6547 | | 6743 | |
| 16.11 | 6672 | | 6755 | | 6958 | |
| 16.12 | 6882 | | 6968 | | 7177 | |
| 16.13 | 7101 | | 7189 | | 7405 | |

Carrièrepatroon 17 functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| 17.01 | 5434 | | 5502 | | 5667 | |
| 17.02 | 5581 | | 5650 | | 5820 | |
| 17.03 | 5733 | | 5804 | | 5978 | |
| 17.04 | 5889 | | 5962 | | 6141 | |
| 17.05 | 6074 | | 6150 | | 6335 | |
| 17.06 | 6268 | | 6346 | | 6537 | |
| 17.07 | 6466 | | 6547 | | 6743 | |
| 17.08 | 6672 | | 6755 | | 6958 | |
| 17.09 | 6882 | | 6968 | | 7177 | |
| 17.10 | 7101 | | 7189 | | 7405 | |
| 17.11 | 7328 | | 7420 | | 7642 | |
| 17.12 | 7562 | | 7656 | | 7886 | |
| 17.13 | 7802 | | 7900 | | 8137 | |

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|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Carrièrepatroon 18 functie

| | | | | | |
|-------|------|--|------|--|------|
| 18.01 | 5889 | | 5962 | | 6141 |
| 18.02 | 6074 | | 6150 | | 6335 |
| 18.03 | 6268 | | 6346 | | 6537 |
| 18.04 | 6466 | | 6547 | | 6743 |
| 18.05 | 6672 | | 6755 | | 6958 |
| 18.06 | 6882 | | 6968 | | 7177 |
| 18.07 | 7101 | | 7189 | | 7405 |
| 18.08 | 7328 | | 7420 | | 7642 |
| 18.09 | 7562 | | 7656 | | 7886 |
| 18.10 | 7802 | | 7900 | | 8137 |
| 18.11 | 8051 | | 8152 | | 8396 |
| 18.12 | 8305 | | 8409 | | 8661 |
| 18.13 | 8572 | | 8679 | | 8939 |

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| | | | | | |
|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Carrièrepatronen OP

Carrièrepatroon LB functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| LB.01 | 2576 | | 2609 | | 2687 | |
| LB.02 | 2692 | | 2725 | | 2807 | |
| LB.03 | 2808 | | 2843 | | 2928 | |
| LB.04 | 2924 | | 2961 | | 3050 | |
| LB.05 | 3041 | | 3079 | | 3171 | |
| LB.06 | 3157 | | 3196 | | 3292 | |
| LB.07 | 3273 | | 3314 | | 3413 | |
| LB.08 | 3388 | | 3431 | | 3534 | |
| LB.09 | 3505 | | 3549 | | 3655 | |
| LB.10 | 3621 | | 3666 | | 3776 | |
| LB.11 | 3737 | | 3784 | | 3898 | |
| LB.12 | 3854 | | 3902 | | 4019 | |

Carrièrepatroon LC functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| LC.01 | 2945 | | 2981 | | 3071 | |
| LC.02 | 3074 | | 3113 | | 3206 | |
| LC.03 | 3203 | | 3243 | | 3340 | |
| LC.04 | 3332 | | 3374 | | 3475 | |
| LC.05 | 3461 | | 3504 | | 3609 | |
| LC.06 | 3590 | | 3635 | | 3744 | |
| LC.07 | 3720 | | 3766 | | 3879 | |
| LC.08 | 3848 | | 3897 | | 4013 | |
| LC.09 | 3978 | | 4028 | | 4149 | |
| LC.10 | 4107 | | 4158 | | 4283 | |
| LC.11 | 4236 | | 4289 | | 4418 | |
| LC.12 | 4366 | | 4420 | | 4553 | |

Carrièrepatroon LD functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| LD.01 | 3368 | | 3410 | | 3512 | |
| LD.02 | 3511 | | 3555 | | 3661 | |
| LD.03 | 3655 | | 3700 | | 3811 | |
| LD.04 | 3798 | | 3846 | | 3961 | |
| LD.05 | 3941 | | 3991 | | 4110 | |
| LD.06 | 4085 | | 4136 | | 4260 | |
| LD.07 | 4229 | | 4282 | | 4410 | |
| LD.08 | 4372 | | 4426 | | 4559 | |
| LD.09 | 4516 | | 4572 | | 4709 | |
| LD.10 | 4659 | | 4718 | | 4859 | |
| LD.11 | 4802 | | 4862 | | 5008 | |
| LD.12 | 4946 | | 5008 | | 5158 | |

Carrièrepatroon LE functie

| | | | | | | |
|-------|------|--|------|--|------|--|
| LE.01 | 3852 | | 3900 | | 4017 | |
| LE.02 | 3977 | | 4027 | | 4148 | |
| LE.03 | 4104 | | 4155 | | 4279 | |
| LE.04 | 4229 | | 4282 | | 4410 | |
| LE.05 | 4354 | | 4409 | | 4541 | |
| LE.06 | 4481 | | 4537 | | 4673 | |
| LE.07 | 4606 | | 4664 | | 4804 | |
| LE.08 | 4732 | | 4791 | | 4935 | |
| LE.09 | 4858 | | 4919 | | 5067 | |
| LE.10 | 4984 | | 5046 | | 5198 | |
| LE.11 | 5110 | | 5174 | | 5329 | |
| LE.12 | 5236 | | 5301 | | 5460 | |
| LE.13 | 5361 | | 5428 | | 5591 | |

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|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Carrièrepatronen Jeugdigen

Carrièrepatroon 1 functie

| | | | | | | |
|-----|------|--|------|--|------|--|
| J15 | 825 | | 835 | | 860 | |
| J16 | 825 | | 835 | | 860 | |
| J17 | 825 | | 835 | | 860 | |
| J18 | 970 | | 982 | | 1011 | |
| J19 | 1116 | | 1130 | | 1164 | |
| J20 | 1263 | | 1278 | | 1317 | |
| J21 | 1409 | | 1426 | | 1469 | |

Carrièrepatroon 2 functie

| | | | | | | |
|-----|------|--|------|--|------|--|
| J15 | 840 | | 851 | | 876 | |
| J16 | 840 | | 851 | | 876 | |
| J17 | 840 | | 851 | | 876 | |
| J18 | 988 | | 1001 | | 1031 | |
| J19 | 1137 | | 1151 | | 1186 | |
| J20 | 1287 | | 1303 | | 1342 | |
| J21 | 1436 | | 1454 | | 1498 | |

Carrièrepatroon 3 functie

| | | | | | | |
|-----|------|--|------|--|------|--|
| J16 | 857 | | 867 | | 893 | |
| J17 | 857 | | 867 | | 893 | |
| J18 | 1007 | | 1019 | | 1050 | |
| J19 | 1160 | | 1174 | | 1209 | |
| J20 | 1312 | | 1328 | | 1368 | |
| J21 | 1464 | | 1482 | | 1526 | |

Carrièrepatroon 4 functie

| | | | | | | |
|-----|------|--|------|--|------|--|
| J16 | 872 | | 883 | | 909 | |
| J17 | 872 | | 883 | | 909 | |
| J18 | 1027 | | 1040 | | 1071 | |
| J19 | 1183 | | 1198 | | 1234 | |
| J20 | 1336 | | 1353 | | 1393 | |
| J21 | 1494 | | 1513 | | 1558 | |

Carrièrepatroon 5 functie

| | | | | | | |
|-----|------|--|------|--|------|--|
| J17 | 901 | | 912 | | 939 | |
| J18 | 1063 | | 1076 | | 1108 | |
| J19 | 1223 | | 1238 | | 1275 | |
| J20 | 1385 | | 1402 | | 1444 | |
| J21 | 1546 | | 1566 | | 1613 | |

Carrièrepatroon in- en doorstroombanen

| | | | | | | |
|------|---------|---------|---------|---------|---------|---------|
| AT.1 | 1501,80 | 1507,80 | 1507,80 | 1524,60 | 1537,20 | 1551,60 |
| AT.2 | 1528 | 1531 | 1540 | 1549 | 1579 | 1586 |
| 1.01 | 1553 | | 1573 | | 1620 | |
| 1.02 | 1616 | | 1636 | | 1685 | |
| 1.03 | 1677 | | 1698 | | 1749 | |
| 1.04 | 1707 | | 1729 | | 1781 | |
| 1.05 | 1741 | | 1763 | | 1816 | |
| 1.06 | 1774 | | 1796 | | 1850 | |
| 1.07 | 1818 | | 1841 | | 1896 | |

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| | | | | | |
|------------------------|------------|-------------------------|------------|----------------------|------------|
| 01-01-2015 ASM 0,8% | 01-07-2015 | 01-09-2015 ASM 1,25% | 01-01-2016 | 01-07-2016 ASM 3% | 01-01-2017 |
|------------------------|------------|-------------------------|------------|----------------------|------------|

Carrièrepatroon functie participatiebaan

| | | | |
|------|--|---------|---------|
| P.01 | | 1537,20 | 1551,60 |
| P.02 | | 1557,20 | 1571,84 |
| P.03 | | 1577,20 | 1592,03 |
| P.04 | | 1597,20 | 1612,21 |
| P.05 | | 1617,20 | 1632,40 |
| P.06 | | 1637,20 | 1652,59 |
| P.07 | | 1657,20 | 1672,78 |

Dit carrièrepatroon wordt op hetzelfde moment, en o.b.v. hetzelfde percentage, geïndexeerd als het wettelijk minimumloon.

Maximalsalarisbedragen

A. 15-jaarsuitzicht oud sal.nr.

| | | | | | | |
|-------|------|--|------|--|------|--|
| 10.10 | 3509 | | 3553 | | 3659 | |
| 10.11 | 3614 | | 3659 | | 3769 | |
| 10.12 | 3733 | | 3780 | | 3893 | |
| 11.6 | 3852 | | 3900 | | 4017 | |
| 11.7 | 3965 | | 4014 | | 4135 | |
| 11.8 | 4076 | | 4127 | | 4251 | |
| 11.9 | 4187 | | 4239 | | 4367 | |
| 11.10 | 4294 | | 4348 | | 4478 | |
| 12.3 | 4407 | | 4463 | | 4596 | |
| 12.4 | 4520 | | 4576 | | 4713 | |
| 12.5 | 4627 | | 4685 | | 4825 | |
| 12.6 | 4739 | | 4798 | | 4942 | |
| 12.7 | 4877 | | 4938 | | 5086 | |
| 13.5 | 5015 | | 5078 | | 5230 | |
| 13.6 | 5156 | | 5221 | | 5377 | |
| 13.7 | 5295 | | 5361 | | 5522 | |
| 14.6 | 5432 | | 5500 | | 5665 | |
| 14.7 | 5571 | | 5641 | | 5810 | |
| 14.8 | 5720 | | 5792 | | 5966 | |
| 15.6 | 5879 | | 5953 | | 6132 | |
| 15.7 | 6037 | | 6112 | | 6295 | |
| 15.8 | 6194 | | 6271 | | 6459 | |
| 16.6 | 6380 | | 6460 | | 6654 | |
| 16.7 | 6563 | | 6645 | | 6844 | |
| 16.8 | 6748 | | 6832 | | 7037 | |
| 17.6 | 6933 | | 7020 | | 7231 | |
| 17.7 | 7117 | | 7206 | | 7422 | |
| 17.8 | 7300 | | 7392 | | 7613 | |
| 18.6 | 7526 | | 7620 | | 7849 | |
| 18.7 | 7750 | | 7847 | | 8083 | |
| 18.8 | 7973 | | 8072 | | 8315 | |

B. Gegarandeerde schaal oude sal.sch.

| | | | | | | |
|----|------|--|------|--|------|--|
| 11 | 4294 | | 4348 | | 4478 | |
| 12 | 4877 | | 4938 | | 5086 | |
| 13 | 5295 | | 5361 | | 5522 | |
| 14 | 5733 | | 5804 | | 5978 | |
| 15 | 6268 | | 6346 | | 6537 | |
| 16 | 6882 | | 6968 | | 7177 | |
| 17 | 7562 | | 7656 | | 7886 | |
| 18 | 8305 | | 8409 | | 8661 | |

Financiële arbeidsvoorwaarden

CAO MBO 2016 - 2017

Looptijd 1 juli 2016 tot 1 oktober 2017



| | | | | | |
|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Leraar in opleiding (LIO) cf. art. 2.6 lid 5

Salaris bij fulltime aanstelling

| | | | | | | |
|-----|------|--|------|--|------|--|
| LIO | 1288 | | 1305 | | 1344 | |
|-----|------|--|------|--|------|--|

50% van LB.01

Minimum vakantie-uitkering cf. art. 6.1 lid 1

NB: De hieronder vermelde bedragen zijn maandbedragen, geen jaarbedragen.

| | | | | | | |
|-----------|--------|--|--------|--|--------|--|
| 22 jaar > | 144,65 | | 146,46 | | 150,85 | |
| 21 jaar | 130,19 | | 131,82 | | 135,77 | |
| 20 jaar | 115,73 | | 117,18 | | 120,70 | |
| 19 jaar | 101,25 | | 102,52 | | 105,60 | |
| 18 jaar | 86,79 | | 87,87 | | 90,51 | |
| 17 jaar | 72,32 | | 73,22 | | 75,42 | |
| 16 jaar | 72,32 | | 73,22 | | 75,42 | |
| 15 jaar | 72,32 | | 73,22 | | 75,42 | |

Deze tabel is niet van toepassing op werknemers in carrièrepatroon functie participatiebaan

Uitlooptoeslagen cf. art. 15.2

Carrièrepatroon

| | | | | | | |
|----|-------|--|-------|--|-------|--|
| LB | 26,41 | | 26,74 | | 27,54 | |
| LC | 48,08 | | 48,68 | | 50,14 | |
| LD | 23,78 | | 24,08 | | 24,80 | |

Bindingstoelage cf. art. 15.5

NB: De hieronder vermelde bedragen zijn jaarbedragen, geen maandbedragen.

| | |
|----|------|
| LB | 1368 |
| LC | 1524 |
| LD | 1692 |
| LE | 1480 |

De bindingstoelage vervalt per 1 juli 2016.

De werknemer die reeds voor 1 juli 2016 de bindingstoelage geniet, behoudt deze.

Bindingstoelage cf. art. 15.4

NB: De hieronder vermelde bedragen zijn jaarbedragen, geen maandbedragen.

| | | | | | | |
|----|--------|--|--------|--|--------|--|
| OP | 338,21 | | 342,44 | | 352,71 | |
|----|--------|--|--------|--|--------|--|

Structurele eindejaarsuitkering cf. art. 6.2

| | | | | | |
|----------|-------|--|-------|--|-------|
| | 2015 | | 2016 | | 2017 |
| str. eju | 8,33% | | 8,33% | | 8,33% |

De berekeningsgrondslag eindejaarsuitkering: maandsalaris + uitlooptoeslag

Financiële arbeidsvoorwaarden

CAO MBO 2016 - 2017

Looptijd 1 juli 2016 tot 1 oktober 2017



| | | | | | |
|------------|------------|------------|------------|------------|------------|
| 01-01-2015 | 01-07-2015 | 01-09-2015 | 01-01-2016 | 01-07-2016 | 01-01-2017 |
| ASM 0,8% | | ASM 1,25% | | ASM 3% | |

Verhuiskosten (Vhk) cf. art. 7.1 & bijlage C, art. 5 lid 1a

Tegemoetkoming verhuiskosten

| | | | | | | |
|-----|---------|--|---------|--|---------|--|
| Vhk | 2244,53 | | 2272,59 | | 2340,77 | |
|-----|---------|--|---------|--|---------|--|

Reiskosten cf. art. 7.1 & bijlage C, art. 8 lid 3

€ per km

| | | | | | |
|-----------|------|--|------|--|------|
| 5-30 km * | 0,15 | | 0,15 | | 0,15 |
|-----------|------|--|------|--|------|

* De vergoeding wordt verstrekt over maximaal 30 kilometer per enkele reisafstand (derhalve maximaal 60 kilometer per werkdag), met dien verstande dat de kosten verband houdende met de eerste 5 kilometer per enkele reisafstand (derhalve 10 kilometer per werkdag) niet voor vergoeding in aanmerking komen en nihil is.

EHBO-toelage cf. art. 6.10

| | | | | | |
|------|------|--|------|--|-------|
| | 2015 | | 2016 | | 2017 |
| EHBO | 9,58 | | 9,78 | | 10,07 |

Jaarlijkse indexatie per 1 januari:

verhoging van bedragen met het totale percentage waarmee de salarischaalbedragen in het voorafgaande jaar zijn verhoogd.

Indexatie per 1 januari 2015 o.b.v. 1,2% asm 2014.

Indexatie per 1 januari 2016 o.b.v. 2,05% asm 2015.

Indexatie per 1 januari 2017 o.b.v. 3,0% asm 2016.

werkgeversbijdrage ziektekostenverzekering cf. art. 7.2

| | | | | | |
|------------|-------|--|-------|--|-------|
| | 2015 | | 2016 | | 2017 |
| algemeen | 27,99 | | 28,57 | | 29,42 |
| aanvullend | 14,66 | | 14,96 | | 15,41 |

Jaarlijkse indexatie per 1 januari:

verhoging van bedragen met het totale percentage waarmee de salarischaalbedragen in het voorafgaande jaar zijn verhoogd.

Indexatie per 1 januari 2015 o.b.v. 1,2% asm 2014.

Indexatie per 1 januari 2016 o.b.v. 2,05% asm 2015.

Indexatie per 1 januari 2017 o.b.v. 3,0% asm 2016.