

## Salarisschalen cao Kinderopvang 2020 - 2021

(op grond van hoofdstuk 5 cao)

### 1. Salarisnummers en bedragen voor werknemers

Bedragen in euro's per maand bij een voltijds dienstverband van 36 uur per week.

| Nr.                  | 1-1-2020 | 1-7-2020<br>+ 3,00%<br>+ 0,36% | 1-1-2021<br>+ € 12 | Nr.       | 1-1-2020 | 1-7-2020<br>+ 3,00%<br>+ 0,36% | 1-1-2021<br>+ € 12 |
|----------------------|----------|--------------------------------|--------------------|-----------|----------|--------------------------------|--------------------|
| <b>1<sup>1</sup></b> | 1.654    | 1.710                          | 1.722              | <b>33</b> | 3.771    | 3.898                          | 3.910              |
| <b>2</b>             | 1.697    | 1.754                          | 1.766              | <b>34</b> | 3.860    | 3.990                          | 4.002              |
| <b>3</b>             | 1.743    | 1.802                          | 1.814              | <b>35</b> | 3.958    | 4.091                          | 4.103              |
| <b>4</b>             | 1.790    | 1.850                          | 1.862              | <b>36</b> | 4.053    | 4.189                          | 4.201              |
| <b>5</b>             | 1.840    | 1.902                          | 1.914              | <b>37</b> | 4.155    | 4.295                          | 4.307              |
| <b>6</b>             | 1.889    | 1.952                          | 1.964              | <b>38</b> | 4.256    | 4.399                          | 4.411              |
| <b>7</b>             | 1.939    | 2.004                          | 2.016              | <b>39</b> | 4.362    | 4.509                          | 4.521              |
| <b>8</b>             | 1.993    | 2.060                          | 2.072              | <b>40</b> | 4.468    | 4.618                          | 4.630              |
| <b>9</b>             | 2.047    | 2.116                          | 2.128              | <b>41</b> | 4.574    | 4.728                          | 4.740              |
| <b>10</b>            | 2.099    | 2.170                          | 2.182              | <b>42</b> | 4.684    | 4.841                          | 4.853              |
| <b>11</b>            | 2.157    | 2.229                          | 2.241              | <b>43</b> | 4.794    | 4.955                          | 4.967              |
| <b>12</b>            | 2.216    | 2.290                          | 2.302              | <b>44</b> | 4.910    | 5.075                          | 5.087              |
| <b>13</b>            | 2.273    | 2.349                          | 2.361              | <b>45</b> | 5.027    | 5.196                          | 5.208              |
| <b>14</b>            | 2.333    | 2.411                          | 2.423              | <b>46</b> | 5.145    | 5.318                          | 5.330              |
| <b>15</b>            | 2.397    | 2.478                          | 2.490              | <b>47</b> | 5.269    | 5.446                          | 5.458              |
| <b>16</b>            | 2.459    | 2.542                          | 2.554              | <b>48</b> | 5.394    | 5.575                          | 5.587              |
| <b>17</b>            | 2.522    | 2.607                          | 2.619              | <b>49</b> | 5.525    | 5.711                          | 5.723              |
| <b>18</b>            | 2.588    | 2.675                          | 2.687              | <b>50</b> | 5.650    | 5.840                          | 5.852              |
| <b>19</b>            | 2.653    | 2.742                          | 2.754              | <b>51</b> | 5.784    | 5.978                          | 5.990              |
| <b>20</b>            | 2.724    | 2.816                          | 2.828              | <b>52</b> | 5.917    | 6.116                          | 6.128              |
| <b>21</b>            | 2.793    | 2.887                          | 2.899              | <b>53</b> | 6.055    | 6.258                          | 6.270              |
| <b>22</b>            | 2.863    | 2.959                          | 2.971              | <b>54</b> | 6.191    | 6.399                          | 6.411              |
| <b>23</b>            | 2.942    | 3.041                          | 3.053              | <b>55</b> | 6.339    | 6.552                          | 6.564              |
| <b>24</b>            | 3.014    | 3.115                          | 3.127              | <b>56</b> | 6.486    | 6.704                          | 6.716              |
| <b>25</b>            | 3.089    | 3.193                          | 3.205              | <b>57</b> | 6.633    | 6.856                          | 6.868              |
| <b>26</b>            | 3.168    | 3.274                          | 3.286              | <b>58</b> | 6.786    | 7.014                          | 7.026              |
| <b>27</b>            | 3.252    | 3.361                          | 3.373              | <b>59</b> | 6.939    | 7.172                          | 7.184              |
| <b>28</b>            | 3.331    | 3.443                          | 3.455              | <b>60</b> | 7.099    | 7.338                          | 7.350              |
| <b>29</b>            | 3.417    | 3.532                          | 3.544              | <b>61</b> | 7.258    | 7.502                          | 7.514              |
| <b>30</b>            | 3.502    | 3.620                          | 3.632              | <b>62</b> | 7.422    | 7.671                          | 7.683              |
| <b>31</b>            | 3.589    | 3.710                          | 3.722              | <b>63</b> | 7.587    | 7.842                          | 7.854              |
| <b>32</b>            | 3.680    | 3.804                          | 3.816              | <b>64</b> | 7.757    | 8.018                          | 8.030              |

<sup>1</sup> Het salarisbedrag van salarisnummer 1 kan nooit lager zijn dan het bedrag op die datum op grond van de Wet Minimumloon en Minimumvakantiebijslag (WML). Het rekenkundig salarisbedrag was € 1.651 het WML € 1.654.

## 2. Salarisschalen

Tabellen met salarisschalen bij een voltijds dienstverband van 36 uur per week.

### 2.1 Salarisbedragen per maand per 1 januari 2020

| Schaal 1 |                    | Schaal 2 |                    | Schaal 3  |                    | Schaal 4  |                    | Schaal 5  |                    |
|----------|--------------------|----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|
| Nr.      | Salaris-<br>bedrag | Nr.      | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag |
| <b>1</b> | 1.654              | <b>2</b> | 1.697              | <b>4</b>  | 1.790              | <b>6</b>  | 1.889              | <b>7</b>  | 1.939              |
| <b>2</b> | 1.697              | <b>3</b> | 1.743              | <b>5</b>  | 1.840              | <b>7</b>  | 1.939              | <b>8</b>  | 1.993              |
| <b>3</b> | 1.743              | <b>4</b> | 1.790              | <b>6</b>  | 1.889              | <b>8</b>  | 1.993              | <b>9</b>  | 2.047              |
| <b>4</b> | 1.790              | <b>5</b> | 1.840              | <b>7</b>  | 1.939              | <b>9</b>  | 2.047              | <b>10</b> | 2.099              |
| <b>5</b> | 1.840              | <b>6</b> | 1.889              | <b>8</b>  | 1.993              | <b>10</b> | 2.099              | <b>11</b> | 2.157              |
| <b>6</b> | 1.889              | <b>7</b> | 1.939              | <b>9</b>  | 2.047              | <b>11</b> | 2.157              | <b>12</b> | 2.216              |
| <b>7</b> | 1.939              | <b>8</b> | 1.993              | <b>10</b> | 2.099              | <b>12</b> | 2.216              | <b>13</b> | 2.273              |
|          |                    | <b>9</b> | 2.047              | <b>11</b> | 2.157              | <b>13</b> | 2.273              | <b>14</b> | 2.333              |
|          |                    |          |                    | <b>12</b> | 2.216              | <b>14</b> | 2.333              | <b>15</b> | 2.397              |
|          |                    |          |                    |           |                    | <b>15</b> | 2.397              | <b>16</b> | 2.459              |
|          |                    |          |                    |           |                    |           |                    | <b>17</b> | 2.522              |
|          |                    |          |                    |           |                    |           |                    | <b>18</b> | 2.588              |

| Schaal 6  |                    | Schaal 7  |                    | Schaal 8  |                    | Schaal 9  |                    | Schaal 10 |                    |
|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|
| Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag |
| <b>9</b>  | 2.047              | <b>14</b> | 2.333              | <b>17</b> | 2.522              | <b>21</b> | 2.793              | <b>25</b> | 3.089              |
| <b>10</b> | 2.099              | <b>15</b> | 2.397              | <b>18</b> | 2.588              | <b>22</b> | 2.863              | <b>26</b> | 3.168              |
| <b>11</b> | 2.157              | <b>16</b> | 2.459              | <b>19</b> | 2.653              | <b>23</b> | 2.942              | <b>27</b> | 3.252              |
| <b>12</b> | 2.216              | <b>17</b> | 2.522              | <b>20</b> | 2.724              | <b>24</b> | 3.014              | <b>28</b> | 3.331              |
| <b>13</b> | 2.273              | <b>18</b> | 2.588              | <b>21</b> | 2.793              | <b>25</b> | 3.089              | <b>29</b> | 3.417              |
| <b>14</b> | 2.333              | <b>19</b> | 2.653              | <b>22</b> | 2.863              | <b>26</b> | 3.168              | <b>30</b> | 3.502              |
| <b>15</b> | 2.397              | <b>20</b> | 2.724              | <b>23</b> | 2.942              | <b>27</b> | 3.252              | <b>31</b> | 3.589              |
| <b>16</b> | 2.459              | <b>21</b> | 2.793              | <b>24</b> | 3.014              | <b>28</b> | 3.331              | <b>32</b> | 3.680              |
| <b>17</b> | 2.522              | <b>22</b> | 2.863              | <b>25</b> | 3.089              | <b>29</b> | 3.417              | <b>33</b> | 3.771              |
| <b>18</b> | 2.588              | <b>23</b> | 2.942              | <b>26</b> | 3.168              | <b>30</b> | 3.502              | <b>34</b> | 3.860              |
| <b>19</b> | 2.653              | <b>24</b> | 3.014              | <b>27</b> | 3.252              | <b>31</b> | 3.589              | <b>35</b> | 3.958              |
| <b>20</b> | 2.724              | <b>25</b> | 3.089              | <b>28</b> | 3.331              | <b>32</b> | 3.680              | <b>36</b> | 4.053              |
| <b>21</b> | 2.793              |           |                    | <b>29</b> | 3.417              | <b>33</b> | 3.771              | <b>37</b> | 4.155              |

| Schaal 11 |                    | Schaal 12 |                    | Schaal 13 |                    | Schaal 14 |                    | Schaal 15 |                    |
|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|
| Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag |
| <b>29</b> | 3.417              | <b>34</b> | 3.860              | <b>39</b> | 4.362              | <b>45</b> | 5.027              | <b>51</b> | 5.784              |
| <b>30</b> | 3.502              | <b>35</b> | 3.958              | <b>40</b> | 4.468              | <b>46</b> | 5.145              | <b>52</b> | 5.917              |
| <b>31</b> | 3.589              | <b>36</b> | 4.053              | <b>41</b> | 4.574              | <b>47</b> | 5.269              | <b>53</b> | 6.055              |
| <b>32</b> | 3.680              | <b>37</b> | 4.155              | <b>42</b> | 4.684              | <b>48</b> | 5.394              | <b>54</b> | 6.191              |
| <b>33</b> | 3.771              | <b>38</b> | 4.256              | <b>43</b> | 4.794              | <b>49</b> | 5.525              | <b>55</b> | 6.339              |
| <b>34</b> | 3.860              | <b>39</b> | 4.362              | <b>44</b> | 4.910              | <b>50</b> | 5.650              | <b>56</b> | 6.486              |
| <b>35</b> | 3.958              | <b>40</b> | 4.468              | <b>45</b> | 5.027              | <b>51</b> | 5.784              | <b>57</b> | 6.633              |
| <b>36</b> | 4.053              | <b>41</b> | 4.574              | <b>46</b> | 5.145              | <b>52</b> | 5.917              | <b>58</b> | 6.786              |
| <b>37</b> | 4.155              | <b>42</b> | 4.684              | <b>47</b> | 5.269              | <b>53</b> | 6.055              | <b>59</b> | 6.939              |
| <b>38</b> | 4.256              | <b>43</b> | 4.794              | <b>48</b> | 5.394              | <b>54</b> | 6.191              | <b>60</b> | 7.099              |
| <b>39</b> | 4.362              | <b>44</b> | 4.910              | <b>49</b> | 5.525              | <b>55</b> | 6.339              | <b>61</b> | 7.258              |
| <b>40</b> | 4.468              | <b>45</b> | 5.027              | <b>50</b> | 5.650              | <b>56</b> | 6.486              | <b>62</b> | 7.422              |
| <b>41</b> | 4.574              | <b>46</b> | 5.145              | <b>51</b> | 5.784              | <b>57</b> | 6.633              | <b>63</b> | 7.587              |
| <b>42</b> | 4.684              | <b>47</b> | 5.269              | <b>52</b> | 5.917              | <b>58</b> | 6.786              | <b>64</b> | 7.757              |

## 2.2 Salarisbedragen per maand per 1 juli 2020

| Schaal 1 |                    | Schaal 2 |                    | Schaal 3  |                    | Schaal 4  |                    | Schaal 5  |                    |
|----------|--------------------|----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|
| Nr.      | Salaris-<br>bedrag | Nr.      | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag |
| <b>1</b> | 1.710              | <b>2</b> | 1.754              | <b>4</b>  | 1.850              | <b>6</b>  | 1.952              | <b>7</b>  | 2.004              |
| <b>2</b> | 1.754              | <b>3</b> | 1.802              | <b>5</b>  | 1.902              | <b>7</b>  | 2.004              | <b>8</b>  | 2.060              |
| <b>3</b> | 1.802              | <b>4</b> | 1.850              | <b>6</b>  | 1.952              | <b>8</b>  | 2.060              | <b>9</b>  | 2.116              |
| <b>4</b> | 1.850              | <b>5</b> | 1.902              | <b>7</b>  | 2.004              | <b>9</b>  | 2.116              | <b>10</b> | 2.170              |
| <b>5</b> | 1.902              | <b>6</b> | 1.952              | <b>8</b>  | 2.060              | <b>10</b> | 2.170              | <b>11</b> | 2.229              |
| <b>6</b> | 1.952              | <b>7</b> | 2.004              | <b>9</b>  | 2.116              | <b>11</b> | 2.229              | <b>12</b> | 2.290              |
| <b>7</b> | 2.004              | <b>8</b> | 2.060              | <b>10</b> | 2.170              | <b>12</b> | 2.290              | <b>13</b> | 2.349              |
|          |                    | <b>9</b> | 2.116              | <b>11</b> | 2.229              | <b>13</b> | 2.349              | <b>14</b> | 2.411              |
|          |                    |          |                    | <b>12</b> | 2.290              | <b>14</b> | 2.411              | <b>15</b> | 2.478              |
|          |                    |          |                    |           |                    | <b>15</b> | 2.478              | <b>16</b> | 2.542              |
|          |                    |          |                    |           |                    |           |                    | <b>17</b> | 2.607              |
|          |                    |          |                    |           |                    |           |                    | <b>18</b> | 2.675              |

| Schaal 6  |                | Schaal 7  |                | Schaal 8  |                | Schaal 9  |                | Schaal 10 |                |
|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag |
| <b>9</b>  | 2.116          | <b>14</b> | 2.411          | <b>17</b> | 2.607          | <b>21</b> | 2.887          | <b>25</b> | 3.193          |
| <b>10</b> | 2.170          | <b>15</b> | 2.478          | <b>18</b> | 2.675          | <b>22</b> | 2.959          | <b>26</b> | 3.274          |
| <b>11</b> | 2.229          | <b>16</b> | 2.542          | <b>19</b> | 2.742          | <b>23</b> | 3.041          | <b>27</b> | 3.361          |
| <b>12</b> | 2.290          | <b>17</b> | 2.607          | <b>20</b> | 2.816          | <b>24</b> | 3.115          | <b>28</b> | 3.443          |
| <b>13</b> | 2.349          | <b>18</b> | 2.675          | <b>21</b> | 2.887          | <b>25</b> | 3.193          | <b>29</b> | 3.532          |
| <b>14</b> | 2.411          | <b>19</b> | 2.742          | <b>22</b> | 2.959          | <b>26</b> | 3.274          | <b>30</b> | 3.620          |
| <b>15</b> | 2.478          | <b>20</b> | 2.816          | <b>23</b> | 3.041          | <b>27</b> | 3.361          | <b>31</b> | 3.710          |
| <b>16</b> | 2.542          | <b>21</b> | 2.887          | <b>24</b> | 3.115          | <b>28</b> | 3.443          | <b>32</b> | 3.804          |
| <b>17</b> | 2.607          | <b>22</b> | 2.959          | <b>25</b> | 3.193          | <b>29</b> | 3.532          | <b>33</b> | 3.898          |
| <b>18</b> | 2.675          | <b>23</b> | 3.041          | <b>26</b> | 3.274          | <b>30</b> | 3.620          | <b>34</b> | 3.990          |
| <b>19</b> | 2.742          | <b>24</b> | 3.115          | <b>27</b> | 3.361          | <b>31</b> | 3.710          | <b>35</b> | 4.091          |
| <b>20</b> | 2.816          | <b>25</b> | 3.193          | <b>28</b> | 3.443          | <b>32</b> | 3.804          | <b>36</b> | 4.189          |
| <b>21</b> | 2.887          |           |                | <b>29</b> | 3.532          | <b>33</b> | 3.898          | <b>37</b> | 4.295          |

| Schaal 11 |                | Schaal 12 |                | Schaal 13 |                | Schaal 14 |                | Schaal 15 |                |
|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag |
| <b>29</b> | 3.532          | <b>34</b> | 3.990          | <b>39</b> | 4.509          | <b>45</b> | 5.196          | <b>51</b> | 5.978          |
| <b>30</b> | 3.620          | <b>35</b> | 4.091          | <b>40</b> | 4.618          | <b>46</b> | 5.318          | <b>52</b> | 6.116          |
| <b>31</b> | 3.710          | <b>36</b> | 4.189          | <b>41</b> | 4.728          | <b>47</b> | 5.446          | <b>53</b> | 6.258          |
| <b>32</b> | 3.804          | <b>37</b> | 4.295          | <b>42</b> | 4.841          | <b>48</b> | 5.575          | <b>54</b> | 6.399          |
| <b>33</b> | 3.898          | <b>38</b> | 4.399          | <b>43</b> | 4.955          | <b>49</b> | 5.711          | <b>55</b> | 6.552          |
| <b>34</b> | 3.990          | <b>39</b> | 4.509          | <b>44</b> | 5.075          | <b>50</b> | 5.840          | <b>56</b> | 6.704          |
| <b>35</b> | 4.091          | <b>40</b> | 4.618          | <b>45</b> | 5.196          | <b>51</b> | 5.978          | <b>57</b> | 6.856          |
| <b>36</b> | 4.189          | <b>41</b> | 4.728          | <b>46</b> | 5.318          | <b>52</b> | 6.116          | <b>58</b> | 7.014          |
| <b>37</b> | 4.295          | <b>42</b> | 4.841          | <b>47</b> | 5.446          | <b>53</b> | 6.258          | <b>59</b> | 7.172          |
| <b>38</b> | 4.399          | <b>43</b> | 4.955          | <b>48</b> | 5.575          | <b>54</b> | 6.399          | <b>60</b> | 7.338          |
| <b>39</b> | 4.509          | <b>44</b> | 5.075          | <b>49</b> | 5.711          | <b>55</b> | 6.552          | <b>61</b> | 7.502          |
| <b>40</b> | 4.618          | <b>45</b> | 5.196          | <b>50</b> | 5.840          | <b>56</b> | 6.704          | <b>62</b> | 7.671          |
| <b>41</b> | 4.728          | <b>46</b> | 5.318          | <b>51</b> | 5.978          | <b>57</b> | 6.856          | <b>63</b> | 7.842          |
| <b>42</b> | 4.841          | <b>47</b> | 5.446          | <b>52</b> | 6.116          | <b>58</b> | 7.014          | <b>64</b> | 8.018          |

### 2.3 Salarisbedragen per maand per 1 januari 2021

| Schaal 1 |                | Schaal 2 |                | Schaal 3  |                | Schaal 4  |                | Schaal 5  |                |
|----------|----------------|----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Nr.      | Salaris-bedrag | Nr.      | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag |
| <b>1</b> | 1.722          | <b>2</b> | 1.766          | <b>4</b>  | 1.862          | <b>6</b>  | 1.964          | <b>7</b>  | 2.016          |
| <b>2</b> | 1.766          | <b>3</b> | 1.814          | <b>5</b>  | 1.914          | <b>7</b>  | 2.016          | <b>8</b>  | 2.072          |
| <b>3</b> | 1.814          | <b>4</b> | 1.862          | <b>6</b>  | 1.964          | <b>8</b>  | 2.072          | <b>9</b>  | 2.128          |
| <b>4</b> | 1.862          | <b>5</b> | 1.914          | <b>7</b>  | 2.016          | <b>9</b>  | 2.128          | <b>10</b> | 2.182          |
| <b>5</b> | 1.914          | <b>6</b> | 1.964          | <b>8</b>  | 2.072          | <b>10</b> | 2.182          | <b>11</b> | 2.241          |
| <b>6</b> | 1.964          | <b>7</b> | 2.016          | <b>9</b>  | 2.128          | <b>11</b> | 2.241          | <b>12</b> | 2.302          |
| <b>7</b> | 2.016          | <b>8</b> | 2.072          | <b>10</b> | 2.182          | <b>12</b> | 2.302          | <b>13</b> | 2.361          |
|          |                | <b>9</b> | 2.128          | <b>11</b> | 2.241          | <b>13</b> | 2.361          | <b>14</b> | 2.423          |
|          |                |          |                | <b>12</b> | 2.302          | <b>14</b> | 2.423          | <b>15</b> | 2.490          |
|          |                |          |                |           |                | <b>15</b> | 2.490          | <b>16</b> | 2.554          |
|          |                |          |                |           |                |           |                | <b>17</b> | 2.619          |
|          |                |          |                |           |                |           |                | <b>18</b> | 2.687          |

| Schaal 6  |                | Schaal 7  |                | Schaal 8  |                | Schaal 9  |                | Schaal 10 |                |
|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag | Nr.       | Salaris-bedrag |
| <b>9</b>  | 2.128          | <b>14</b> | 2.423          | <b>17</b> | 2.619          | <b>21</b> | 2.899          | <b>25</b> | 3.205          |
| <b>10</b> | 2.182          | <b>15</b> | 2.490          | <b>18</b> | 2.687          | <b>22</b> | 2.971          | <b>26</b> | 3.286          |
| <b>11</b> | 2.241          | <b>16</b> | 2.554          | <b>19</b> | 2.754          | <b>23</b> | 3.053          | <b>27</b> | 3.373          |
| <b>12</b> | 2.302          | <b>17</b> | 2.619          | <b>20</b> | 2.828          | <b>24</b> | 3.127          | <b>28</b> | 3.455          |
| <b>13</b> | 2.361          | <b>18</b> | 2.687          | <b>21</b> | 2.899          | <b>25</b> | 3.205          | <b>29</b> | 3.544          |
| <b>14</b> | 2.423          | <b>19</b> | 2.754          | <b>22</b> | 2.971          | <b>26</b> | 3.286          | <b>30</b> | 3.632          |
| <b>15</b> | 2.490          | <b>20</b> | 2.828          | <b>23</b> | 3.053          | <b>27</b> | 3.373          | <b>31</b> | 3.722          |
| <b>16</b> | 2.554          | <b>21</b> | 2.899          | <b>24</b> | 3.127          | <b>28</b> | 3.455          | <b>32</b> | 3.816          |
| <b>17</b> | 2.619          | <b>22</b> | 2.971          | <b>25</b> | 3.205          | <b>29</b> | 3.544          | <b>33</b> | 3.910          |
| <b>18</b> | 2.687          | <b>23</b> | 3.053          | <b>26</b> | 3.286          | <b>30</b> | 3.632          | <b>34</b> | 4.002          |
| <b>19</b> | 2.754          | <b>24</b> | 3.127          | <b>27</b> | 3.373          | <b>31</b> | 3.722          | <b>35</b> | 4.103          |
| <b>20</b> | 2.828          | <b>25</b> | 3.205          | <b>28</b> | 3.455          | <b>32</b> | 3.816          | <b>36</b> | 4.201          |
| <b>21</b> | 2.899          |           |                | <b>29</b> | 3.544          | <b>33</b> | 3.910          | <b>37</b> | 4.307          |

| Schaal 11 |                    | Schaal 12 |                    | Schaal 13 |                    | Schaal 14 |                    | Schaal 15 |                    |
|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|-----------|--------------------|
| Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag | Nr.       | Salaris-<br>bedrag |
| <b>29</b> | 3.544              | <b>34</b> | 4.002              | <b>39</b> | 4.521              | <b>45</b> | 5.208              | <b>51</b> | 5.990              |
| <b>30</b> | 3.632              | <b>35</b> | 4.103              | <b>40</b> | 4.630              | <b>46</b> | 5.330              | <b>52</b> | 6.128              |
| <b>31</b> | 3.722              | <b>36</b> | 4.201              | <b>41</b> | 4.740              | <b>47</b> | 5.458              | <b>53</b> | 6.270              |
| <b>32</b> | 3.816              | <b>37</b> | 4.307              | <b>42</b> | 4.853              | <b>48</b> | 5.587              | <b>54</b> | 6.411              |
| <b>33</b> | 3.910              | <b>38</b> | 4.411              | <b>43</b> | 4.967              | <b>49</b> | 5.723              | <b>55</b> | 6.564              |
| <b>34</b> | 4.002              | <b>39</b> | 4.521              | <b>44</b> | 5.087              | <b>50</b> | 5.852              | <b>56</b> | 6.716              |
| <b>35</b> | 4.103              | <b>40</b> | 4.630              | <b>45</b> | 5.208              | <b>51</b> | 5.990              | <b>57</b> | 6.868              |
| <b>36</b> | 4.201              | <b>41</b> | 4.740              | <b>46</b> | 5.330              | <b>52</b> | 6.128              | <b>58</b> | 7.026              |
| <b>37</b> | 4.307              | <b>42</b> | 4.853              | <b>47</b> | 5.458              | <b>53</b> | 6.270              | <b>59</b> | 7.184              |
| <b>38</b> | 4.411              | <b>43</b> | 4.967              | <b>48</b> | 5.587              | <b>54</b> | 6.411              | <b>60</b> | 7.350              |
| <b>39</b> | 4.521              | <b>44</b> | 5.087              | <b>49</b> | 5.723              | <b>55</b> | 6.564              | <b>61</b> | 7.514              |
| <b>40</b> | 4.630              | <b>45</b> | 5.208              | <b>50</b> | 5.852              | <b>56</b> | 6.716              | <b>62</b> | 7.683              |
| <b>41</b> | 4.740              | <b>46</b> | 5.330              | <b>51</b> | 5.990              | <b>57</b> | 6.868              | <b>63</b> | 7.854              |
| <b>42</b> | 4.853              | <b>47</b> | 5.458              | <b>52</b> | 6.128              | <b>58</b> | 7.026              | <b>64</b> | 8.030              |

### 3. **Werknemers Participatiewet**

Werknemers die onder de Participatiewet vallen worden beloond conform het wettelijk minimumloon. De bedragen zijn vastgelegd in de Wet Minimumloon en Minimumvakantiebijslag (WML). Bij een voltijds dienstverband van 36 uur bedraagt het minimumloon vanaf 1 januari 2020 voor een werknemer van 21 jaar en ouder € 1.654. De brutobedragen (en mogelijke wijzigingen daarop) van het wettelijk minimumloon en het minimumjeugdloon worden in de regel twee keer per jaar vastgesteld en wel per 1 januari en 1 juli. Zodra werknemers niet meer onder de Participatiewet vallen, zullen zij conform het Functieboek Kinderopvang worden ingeschaald in de bij die functie behorende salarisschaal in de startperiodiek.