

## ARTIKEL 11.3 VAN DE CAO

### Maandsalarissen per 1 augustus 2020 (bedragen in € )

| Schaal | Minimum      | Maximum  | Standaard stap |
|--------|--------------|----------|----------------|
| 1      | <i>WML *</i> | 1.709,49 | 21,10          |
| 2      | 1.678,02     | 1.970,43 | 38,91          |
| 3      | 1.851,39     | 2.134,83 | 40,49          |
| 4      | 1.915,64     | 2.307,75 | 39,21          |
| 5      | 2.057,74     | 2.693,83 | 48,93          |
| 6      | 2.257,26     | 3.108,78 | 65,50          |
| 7      | 2.653,48     | 3.677,79 | 78,80          |
| 8      | 2.944,50     | 4.112,09 | 83,40          |
| 9      | 3.268,54     | 4.574,23 | 93,27          |

### Maandsalarissen per 1 februari 2021 (bedragen in € )

| Schaal | Minimum      | Maximum  | Standaard stap |
|--------|--------------|----------|----------------|
| 1      | <i>WML *</i> | 1.726,58 | 21,31          |
| 2      | 1.694,80     | 1.990,13 | 39,30          |
| 3      | 1.869,90     | 2.156,18 | 40,89          |
| 4      | 1.934,80     | 2.330,83 | 39,60          |
| 5      | 2.078,32     | 2.720,77 | 49,42          |
| 6      | 2.279,83     | 3.139,87 | 66,16          |
| 7      | 2.680,01     | 3.714,57 | 79,59          |
| 8      | 2.973,95     | 4.153,21 | 84,23          |
| 9      | 3.301,23     | 4.619,97 | 94,20          |

### Maandsalarissen per 1 oktober 2021 (bedragen in € )

| Schaal | Minimum      | Maximum  | Standaard stap |
|--------|--------------|----------|----------------|
| 1      | <i>WML *</i> | 1.743,85 | 21,52          |
| 2      | 1.711,75     | 2.010,03 | 39,69          |
| 3      | 1.888,60     | 2.177,74 | 41,30          |
| 4      | 1.954,15     | 2.354,14 | 40,00          |
| 5      | 2.099,10     | 2.747,98 | 49,91          |
| 6      | 2.302,63     | 3.171,27 | 66,82          |
| 7      | 2.706,81     | 3.751,72 | 80,39          |
| 8      | 3.003,69     | 4.194,74 | 85,07          |
| 9      | 3.334,24     | 4.666,17 | 95,14          |

**ARTIKEL 12.3 VAN DE CAO****Maandsalarissen per 1 augustus 2020 (bedragen in € )**

| <b>Functie niveau</b> | <b>Minimum</b> | <b>Maximum</b> | <b>Standaard stap</b> |
|-----------------------|----------------|----------------|-----------------------|
| <b>A</b>              | <b>WML *</b>   | 1.970,43       | 45,77                 |
| <b>B</b>              | 1.745,08       | 2.021,52       | 45,77                 |
| <b>C</b>              | 1.832,27       | 2.161,01       | 54,55                 |
| <b>D</b>              | 1.921,40       | 2.305,03       | 54,55                 |
| <b>E</b>              | 2.018,91       | 2.471,66       | 64,57                 |
| <b>F</b>              | 2.145,51       | 2.684,79       | 67,09                 |
| <b>G</b>              | 2.277,26       | 2.939,25       | 82,76                 |
| <b>H</b>              | 2.456,81       | 3.291,89       | 92,16                 |
| <b>I</b>              | 2.675,73       | 3.723,32       | 104,73                |
| <b>J</b>              | 2.974,13       | 4.294,90       | 120,40                |
| <b>K</b>              | 3.360,35       | 5.021,28       | 139,19                |

**Maandsalarissen per 1 februari 2021 (bedragen in € )**

| <b>Functie niveau</b> | <b>Minimum</b> | <b>Maximum</b> | <b>Standaard stap</b> |
|-----------------------|----------------|----------------|-----------------------|
| <b>A</b>              | <b>WML *</b>   | 1.990,13       | 46,23                 |
| <b>B</b>              | 1.762,53       | 2.041,74       | 46,23                 |
| <b>C</b>              | 1.850,59       | 2.182,62       | 55,10                 |
| <b>D</b>              | 1.940,61       | 2.328,08       | 55,10                 |
| <b>E</b>              | 2.039,10       | 2.496,38       | 65,22                 |
| <b>F</b>              | 2.166,97       | 2.711,64       | 67,76                 |
| <b>G</b>              | 2.300,03       | 2.968,64       | 83,59                 |
| <b>H</b>              | 2.481,38       | 3.324,81       | 93,08                 |
| <b>I</b>              | 2.702,49       | 3.760,55       | 105,78                |
| <b>J</b>              | 3.003,87       | 4.337,85       | 121,60                |
| <b>K</b>              | 3.393,95       | 5.071,49       | 140,58                |

**Maandsalarissen per 1 oktober 2021 (bedragen in € )**

| <b>Functie niveau</b> | <b>Minimum</b> | <b>Maximum</b> | <b>Standaard stap</b> |
|-----------------------|----------------|----------------|-----------------------|
| <b>A</b>              | <b>WML *</b>   | 2.010,03       | 46,69                 |
| <b>B</b>              | 1.780,16       | 2.062,16       | 46,69                 |
| <b>C</b>              | 1.869,10       | 2.204,45       | 55,65                 |
| <b>D</b>              | 1.960,02       | 2.351,36       | 55,65                 |
| <b>E</b>              | 2.059,49       | 2.521,34       | 65,87                 |
| <b>F</b>              | 2.188,64       | 2.738,76       | 68,44                 |
| <b>G</b>              | 2.323,03       | 2.998,33       | 84,43                 |
| <b>H</b>              | 2.506,19       | 3.358,06       | 94,01                 |
| <b>I</b>              | 2.729,51       | 3.798,16       | 106,84                |
| <b>J</b>              | 3.033,91       | 4.381,23       | 122,82                |
| <b>K</b>              | 3.427,89       | 5.122,20       | 141,99                |

## ARTIKEL 13.3 VAN DE CAO

### Maandsalarissen per 1 augustus 2020 (bedragen in € )

| Leerlingjournalisten   |          |
|------------------------|----------|
| <i>eerste leerjaar</i> | 1.835,87 |
| <i>tweede leerjaar</i> | 1.906,37 |

| Beginnende journalisten |                      |          |
|-------------------------|----------------------|----------|
| <b>Categorie A</b>      | <i>Havo/VWO</i>      | 2.346,22 |
|                         | <i>Bedrijfsleven</i> | 2.499,99 |
| <b>Categorie B</b>      |                      | 2.499,99 |

### Maandsalarissen per 1 februari 2021 (bedragen in € )

| Leerlingjournalisten   |          |
|------------------------|----------|
| <i>eerste leerjaar</i> | 1.854,23 |
| <i>tweede leerjaar</i> | 1.925,43 |

| Beginnende journalisten |                      |          |
|-------------------------|----------------------|----------|
| <b>Categorie A</b>      | <i>Havo/VWO</i>      | 2.369,68 |
|                         | <i>Bedrijfsleven</i> | 2.524,99 |
| <b>Categorie B</b>      |                      | 2.524,99 |

### Maandsalarissen per 1 oktober 2021 (bedragen in € )

| Leerlingjournalisten   |          |
|------------------------|----------|
| <i>eerste leerjaar</i> | 1.872,77 |
| <i>tweede leerjaar</i> | 1.944,68 |

| Beginnende journalisten |                      |          |
|-------------------------|----------------------|----------|
| <b>Categorie A</b>      | <i>Havo/VWO</i>      | 2.393,38 |
|                         | <i>Bedrijfsleven</i> | 2.550,24 |
| <b>Categorie B</b>      |                      | 2.550,24 |

## ARTIKEL 13.4 VAN DE CAO

### Maandsalarissen per 1 augustus 2020 (bedragen in € )

| Schaal | Minimum  | Maximum  | Standaard stap* |
|--------|----------|----------|-----------------|
| 3      | 2.208,85 | 2.871,51 | 3%              |
| 4      | 2.414,18 | 3.259,16 | 3%              |
| 5      | 2.418,08 | 3.748,02 | 3%              |
| 6      | 2.817,06 | 4.378,63 | 3%              |
| 7      | 3.281,88 | 5.132,82 | 3%              |
| 8      | 4.233,03 | 5.926,24 | 3%              |
| 9      | 4.931,49 | 6.904,09 | 3%              |

### Maandsalarissen per 1 februari 2021 (bedragen in € )

| Schaal | Minimum  | Maximum  | Standaard stap* |
|--------|----------|----------|-----------------|
| 3      | 2.230,94 | 2.900,23 | 3%              |
| 4      | 2.438,32 | 3.291,75 | 3%              |
| 5      | 2.442,26 | 3.785,50 | 3%              |
| 6      | 2.845,23 | 4.422,42 | 3%              |
| 7      | 3.314,70 | 5.184,15 | 3%              |
| 8      | 4.275,36 | 5.985,50 | 3%              |
| 9      | 4.980,80 | 6.973,13 | 3%              |

### Maandsalarissen per 1 oktober 2021 (bedragen in € )

| Schaal | Minimum  | Maximum  | Standaard stap* |
|--------|----------|----------|-----------------|
| 3      | 2.253,25 | 2.929,23 | 3%              |
| 4      | 2.462,70 | 3.324,67 | 3%              |
| 5      | 2.466,68 | 3.823,36 | 3%              |
| 6      | 2.873,68 | 4.466,64 | 3%              |
| 7      | 3.347,85 | 5.235,99 | 3%              |
| 8      | 4.318,11 | 6.045,36 | 3%              |
| 9      | 5.030,61 | 7.042,86 | 3%              |

## ARTIKEL 14.3 VAN DE CAO

### Maandsalarissen per 1 augustus 2020 (bedragen in € )

| Schaal | Minimum | Maximum | Standaard stap* |
|--------|---------|---------|-----------------|
| 1      | 2.048   | 2.432   | 3%              |
| 2      | 2.295   | 3.415   | 3%              |
| 3      | 2.557   | 4.262   | 3%              |
| 4      | 3.066   | 5.107   | 3%              |
| 5      | 3.650   | 6.083   | 3%              |

### Maandsalarissen per 1 februari 2021 (bedragen in € )

| Schaal | Minimum | Maximum | Standaard stap* |
|--------|---------|---------|-----------------|
| 1      | 2068    | 2456    | 3%              |
| 2      | 2318    | 3449    | 3%              |
| 3      | 2583    | 4305    | 3%              |
| 4      | 3097    | 5158    | 3%              |
| 5      | 3687    | 6144    | 3%              |

### Maandsalarissen per 1 oktober 2021 (bedragen in € )

| Schaal | Minimum | Maximum | Standaard stap* |
|--------|---------|---------|-----------------|
| 1      | 2089    | 2481    | 3%              |
| 2      | 2341    | 3483    | 3%              |
| 3      | 2609    | 4348    | 3%              |
| 4      | 3128    | 5210    | 3%              |
| 5      | 3724    | 6205    | 3%              |

## ARTIKEL 15.3 VAN DE CAO

### Maandsalarissen per 1 augustus 2020 (bedragen in € )

| Schaal | Minimum | Maximum | Standaard stap |
|--------|---------|---------|----------------|
| B      | 2.443   | 3.258   | 68             |
| C      | 2.569   | 3.670   | 73             |
| D      | 2.716   | 4.261   | 81             |
| E      | 3.009   | 4.717   | 90             |
| F      | 3.458   | 5.318   | 103            |
| G      | 3.922   | 6.034   | 118            |

### Maandsalarissen per 1 februari 2021 (bedragen in € )

| Schaal | Minimum | Maximum | Standaard stap |
|--------|---------|---------|----------------|
| B      | 2.467   | 3.291   | 69             |
| C      | 2.595   | 3.707   | 74             |
| D      | 2.743   | 4.304   | 82             |
| E      | 3.039   | 4.764   | 91             |
| F      | 3.493   | 5.371   | 104            |
| G      | 3.961   | 6.094   | 119            |

### Maandsalarissen per 1 oktober 2021 (bedragen in € )

| Schaal | Minimum | Maximum | Standaard stap |
|--------|---------|---------|----------------|
| B      | 2.492   | 3.324   | 70             |
| C      | 2.621   | 3.744   | 75             |
| D      | 2.770   | 4.347   | 83             |
| E      | 3.069   | 4.812   | 92             |
| F      | 3.528   | 5.425   | 105            |
| G      | 4.001   | 6.155   | 120            |

**ARTIKEL 16.5 VAN DE CAO****Maandsalarissen per 1 augustus 2020 (bedragen in € )**

| Schaal | Minimum  | Maximum  | Standaard stap* |
|--------|----------|----------|-----------------|
| A      | 1.932,49 | 2.610,56 | 3%              |
| B      | 2.067,76 | 2.832,45 | 3%              |
| C      | 2.233,17 | 3.087,37 | 3%              |
| D      | 2.434,16 | 3.396,11 | 3%              |
| E      | 2.677,58 | 3.769,69 | 3%              |
| F      | 2.972,12 | 4.380,47 | 3%              |

| Leerlingschalen        |          |
|------------------------|----------|
| <i>eerste leerjaar</i> | 1.557,81 |
| <i>tweede leerjaar</i> | 1.728,25 |
| <i>derde leerjaar</i>  | 1.898,04 |

**Maandsalarissen per 1 februari 2021 (bedragen in € )**

| Schaal | Minimum  | Maximum  | Standaard stap* |
|--------|----------|----------|-----------------|
| A      | 1.951,81 | 2.636,67 | 3%              |
| B      | 2.088,44 | 2.860,77 | 3%              |
| C      | 2.255,50 | 3.118,24 | 3%              |
| D      | 2.458,50 | 3.430,07 | 3%              |
| E      | 2.704,36 | 3.807,39 | 3%              |
| F      | 3.001,84 | 4.424,27 | 3%              |

| Leerlingschalen        |          |
|------------------------|----------|
| <i>eerste leerjaar</i> | 1.573,39 |
| <i>tweede leerjaar</i> | 1.745,53 |
| <i>derde leerjaar</i>  | 1.917,02 |

**Maandsalarissen per 1 oktober 2021 (bedragen in € )**

| Schaal | Minimum  | Maximum  | Standaard stap* |
|--------|----------|----------|-----------------|
| A      | 1.971,33 | 2.663,04 | 3%              |
| B      | 2.109,32 | 2.889,38 | 3%              |
| C      | 2.278,06 | 3.149,42 | 3%              |
| D      | 2.483,09 | 3.464,37 | 3%              |
| E      | 2.731,40 | 3.845,46 | 3%              |
| F      | 3.031,86 | 4.468,51 | 3%              |

| Leerlingschalen        |          |
|------------------------|----------|
| <i>eerste leerjaar</i> | 1.589,12 |
| <i>tweede leerjaar</i> | 1.762,99 |
| <i>derde leerjaar</i>  | 1.936,19 |