

טבלת השכר למורים בעלי תואר BA (קוד דירוג 101)

| 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | דרגה | ותק |
|--------|--------|--------|--------|--------|--------|--------|--------|-------|------|-----|
| 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | | | |
| | | | | | | | | 6,300 | | 1 |
| | | | | | | | | 6,426 | 2% | 2 |
| | | | | | | | 7,046 | 6,555 | 2% | 3 |
| | | | | | | | 7,187 | 6,686 | 2% | 4 |
| | | | | | | | 7,331 | 6,819 | 2% | 5 |
| | | | | | | 8,038 | 7,477 | 6,956 | 2% | 6 |
| | | | | | | 8,199 | 7,627 | 7,095 | 2% | 7 |
| | | | | | 8,902 | 8,281 | 7,703 | 7,166 | 1% | 8 |
| | | | | | 8,991 | 8,364 | 7,780 | 7,237 | 1% | 9 |
| | | | | | 9,081 | 8,447 | 7,858 | 7,310 | 1% | 10 |
| | | | | 9,860 | 9,172 | 8,532 | 7,937 | 7,383 | 1% | 11 |
| | | | | 9,958 | 9,263 | 8,617 | 8,016 | 7,457 | 1% | 12 |
| | | | | 10,058 | 9,356 | 8,703 | 8,096 | 7,531 | 1% | 13 |
| | | | 10,920 | 10,158 | 9,450 | 8,790 | 8,177 | 7,607 | 1% | 14 |
| | | | 11,029 | 10,260 | 9,544 | 8,878 | 8,259 | 7,683 | 1% | 15 |
| | | | 11,140 | 10,363 | 9,640 | 8,967 | 8,341 | 7,760 | 1% | 16 |
| | | | 11,251 | 10,466 | 9,736 | 9,057 | 8,425 | 7,837 | 1% | 17 |
| | | 12,216 | 11,364 | 10,571 | 9,833 | 9,147 | 8,509 | 7,915 | 1% | 18 |
| | | 12,338 | 11,477 | 10,677 | 9,932 | 9,239 | 8,594 | 7,995 | 1% | 19 |
| | | 12,461 | 11,592 | 10,783 | 10,031 | 9,331 | 8,680 | 8,075 | 1% | 20 |
| | | 12,586 | 11,708 | 10,891 | 10,131 | 9,424 | 8,767 | 8,155 | 1% | 21 |
| | 13,665 | 12,712 | 11,825 | 11,000 | 10,233 | 9,519 | 8,855 | 8,237 | 1% | 22 |
| | 13,802 | 12,839 | 11,943 | 11,110 | 10,335 | 9,614 | 8,943 | 8,319 | 1% | 23 |
| | 13,940 | 12,967 | 12,063 | 11,221 | 10,438 | 9,710 | 9,033 | 8,402 | 1% | 24 |
| | 14,079 | 13,097 | 12,183 | 11,333 | 10,543 | 9,807 | 9,123 | 8,486 | 1% | 25 |
| 15,287 | 14,220 | 13,228 | 12,305 | 11,447 | 10,648 | 9,905 | 9,214 | 8,571 | 1% | 26 |
| 15,440 | 14,362 | 13,360 | 12,428 | 11,561 | 10,755 | 10,004 | 9,306 | 8,657 | 1% | 27 |
| 15,594 | 14,506 | 13,494 | 12,553 | 11,677 | 10,862 | 10,104 | 9,399 | 8,744 | 1% | 28 |
| 15,750 | 14,651 | 13,629 | 12,678 | 11,794 | 10,971 | 10,205 | 9,493 | 8,831 | 1% | 29 |
| 15,907 | 14,798 | 13,765 | 12,805 | 11,912 | 11,080 | 10,307 | 9,588 | 8,919 | 1% | 30 |
| 16,067 | 14,946 | 13,903 | 12,933 | 12,031 | 11,191 | 10,410 | 9,684 | 9,009 | 1% | 31 |
| 16,227 | 15,095 | 14,042 | 13,062 | 12,151 | 11,303 | 10,515 | 9,781 | 9,099 | 1% | 32 |
| 16,389 | 15,246 | 14,182 | 13,193 | 12,272 | 11,416 | 10,620 | 9,879 | 9,190 | 1% | 33 |
| 16,553 | 15,398 | 14,324 | 13,325 | 12,395 | 11,530 | 10,726 | 9,978 | 9,282 | 1% | 34 |
| 16,719 | 15,552 | 14,467 | 13,458 | 12,519 | 11,646 | 10,833 | 10,077 | 9,374 | 1% | 35 |
| 16,886 | 15,708 | 14,612 | 13,593 | 12,644 | 11,762 | 10,942 | 10,178 | 9,468 | 1% | 36 |

טבלה מעודכנת החל מיום 1.9.2022

נספח ב' 1'

תוספת אופק 2022 למורים בעלי תואר BA (קוד דירוג 101)

| דרגה | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------|-----|-----|-----|-----|-----|-----|----|----|---|
| | 793 | 668 | 543 | 418 | 293 | 168 | 93 | 18 | 0 |

מעודכן החל מיום 1.9.2022

נספח ג' 1'

תוספת אופק 2022 למורים בעלי תואר BA (קוד דירוג 101)

| דרגה | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------|-------|-------|-------|-----|-----|-----|-----|----|---|
| | 1,586 | 1,336 | 1,086 | 836 | 586 | 336 | 186 | 36 | 0 |

מעודכן החל מיום 1.9.2023

טבלת השכר למורים בעלי תואר MA (קוד דירוג 102)

| 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | דרגה | ותק |
|--------|--------|--------|--------|--------|--------|--------|--------|-------|------|-----|
| 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 6,615 | | 1 |
| | | | | | | | | 6,747 | 2% | 2 |
| | | | | | | | 7,398 | 6,882 | 2% | 3 |
| | | | | | | | 7,546 | 7,020 | 2% | 4 |
| | | | | | | | 7,697 | 7,160 | 2% | 5 |
| | | | | | | 8,440 | 7,851 | 7,303 | 2% | 6 |
| | | | | | | 8,609 | 8,008 | 7,450 | 2% | 7 |
| | | | | | 9,347 | 8,695 | 8,088 | 7,524 | 1% | 8 |
| | | | | | 9,441 | 8,782 | 8,169 | 7,599 | 1% | 9 |
| | | | | | 9,535 | 8,870 | 8,251 | 7,675 | 1% | 10 |
| | | | | 10,353 | 9,630 | 8,958 | 8,333 | 7,752 | 1% | 11 |
| | | | | 10,456 | 9,727 | 9,048 | 8,417 | 7,830 | 1% | 12 |
| | | | | 10,561 | 9,824 | 9,139 | 8,501 | 7,908 | 1% | 13 |
| | | | 11,466 | 10,666 | 9,922 | 9,230 | 8,586 | 7,987 | 1% | 14 |
| | | | 11,581 | 10,773 | 10,021 | 9,322 | 8,672 | 8,067 | 1% | 15 |
| | | | 11,697 | 10,881 | 10,122 | 9,415 | 8,759 | 8,147 | 1% | 16 |
| | | | 11,814 | 10,990 | 10,223 | 9,510 | 8,846 | 8,229 | 1% | 17 |
| | | 12,827 | 11,932 | 11,099 | 10,325 | 9,605 | 8,935 | 8,311 | 1% | 18 |
| | | 12,955 | 12,051 | 11,210 | 10,428 | 9,701 | 9,024 | 8,394 | 1% | 19 |
| | | 13,085 | 12,172 | 11,323 | 10,533 | 9,798 | 9,114 | 8,478 | 1% | 20 |
| | | 13,215 | 12,293 | 11,436 | 10,638 | 9,896 | 9,205 | 8,563 | 1% | 21 |
| | 14,349 | 13,348 | 12,416 | 11,550 | 10,744 | 9,995 | 9,297 | 8,649 | 1% | 22 |
| | 14,492 | 13,481 | 12,541 | 11,666 | 10,852 | 10,095 | 9,390 | 8,735 | 1% | 23 |
| | 14,637 | 13,616 | 12,666 | 11,782 | 10,960 | 10,196 | 9,484 | 8,823 | 1% | 24 |
| | 14,783 | 13,752 | 12,793 | 11,900 | 11,070 | 10,298 | 9,579 | 8,911 | 1% | 25 |
| 16,051 | 14,931 | 13,890 | 12,920 | 12,019 | 11,181 | 10,400 | 9,675 | 9,000 | 1% | 26 |
| 16,212 | 15,081 | 14,028 | 13,050 | 12,139 | 11,292 | 10,504 | 9,772 | 9,090 | 1% | 27 |
| 16,374 | 15,231 | 14,169 | 13,180 | 12,261 | 11,405 | 10,610 | 9,869 | 9,181 | 1% | 28 |
| 16,537 | 15,384 | 14,310 | 13,312 | 12,383 | 11,519 | 10,716 | 9,968 | 9,273 | 1% | 29 |
| 16,703 | 15,538 | 14,454 | 13,445 | 12,507 | 11,635 | 10,823 | 10,068 | 9,365 | 1% | 30 |
| 16,870 | 15,693 | 14,598 | 13,580 | 12,632 | 11,751 | 10,931 | 10,168 | 9,459 | 1% | 31 |
| 17,039 | 15,850 | 14,744 | 13,715 | 12,758 | 11,868 | 11,040 | 10,270 | 9,554 | 1% | 32 |
| 17,209 | 16,008 | 14,891 | 13,853 | 12,886 | 11,987 | 11,151 | 10,373 | 9,649 | 1% | 33 |
| 17,381 | 16,168 | 15,040 | 13,991 | 13,015 | 12,107 | 11,262 | 10,477 | 9,746 | 1% | 34 |
| 17,555 | 16,330 | 15,191 | 14,131 | 13,145 | 12,228 | 11,375 | 10,581 | 9,843 | 1% | 35 |
| 17,730 | 16,493 | 15,343 | 14,272 | 13,277 | 12,350 | 11,489 | 10,687 | 9,941 | 1% | 36 |

טבלה מעודכנת החל מיום 1.9.2022

תוספת אופק 2022 למורים בעלי תואר MA (קוד דירוג 102)

| דרגה | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------|-----|-----|-----|-----|-----|-----|----|----|---|
| | 832 | 701 | 570 | 439 | 307 | 176 | 97 | 19 | 0 |

מעודכן החל מיום 1.9.2022

נספח ג' 2'

תוספת אופק 2022 למורים בעלי תואר MA (קוד דירוג 102)

| דרגה | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|------|-------|-------|-------|-----|-----|-----|-----|----|---|
| | 1,665 | 1,402 | 1,140 | 877 | 615 | 352 | 195 | 37 | 0 |

מעודכן החל מיום 1.9.2023

נספח א' 3

טבלת המרה לשכר מורים קיימים - תואר B.A (קוד דירוג 101)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | ותק |
|------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----|
| | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | |
| 1 | 6,300.00 | 6,536.25 | 6,772.50 | 7,026.47 | 7,280.44 | 7,553.45 | 7,826.47 | 8,119.96 | 8,413.46 | 8,728.96 | 9,044.46 | 9,383.63 | 9,722.80 | 10,087.40 | 10,452.01 | 10,843.96 | 11,235.91 | |
| 2 | 6,426.00 | 6,666.98 | 6,907.95 | 7,167.00 | 7,426.05 | 7,704.52 | 7,983.00 | 8,282.36 | 8,581.72 | 8,903.54 | 9,225.35 | 9,571.30 | 9,917.26 | 10,289.15 | 10,661.05 | 11,060.84 | 11,460.63 | 2% |
| 3 | 6,554.52 | 6,800.31 | 7,046.11 | 7,310.34 | 7,574.57 | 7,858.61 | 8,142.66 | 8,448.01 | 8,753.36 | 9,081.61 | 9,409.86 | 9,762.73 | 10,115.60 | 10,494.94 | 10,874.27 | 11,282.06 | 11,689.84 | 2% |
| 4 | 6,685.61 | 6,936.32 | 7,187.03 | 7,456.54 | 7,726.06 | 8,015.79 | 8,305.51 | 8,616.97 | 8,928.43 | 9,263.24 | 9,598.06 | 9,957.99 | 10,317.91 | 10,704.83 | 11,091.76 | 11,507.70 | 11,923.64 | 2% |
| 5 | 6,819.32 | 7,075.05 | 7,330.77 | 7,605.68 | 7,880.58 | 8,176.10 | 8,471.62 | 8,789.31 | 9,106.99 | 9,448.51 | 9,790.02 | 10,157.15 | 10,524.27 | 10,918.93 | 11,313.59 | 11,737.85 | 12,162.11 | 2% |
| 6 | 6,955.71 | 7,216.55 | 7,477.39 | 7,757.79 | 8,038.19 | 8,339.62 | 8,641.06 | 8,965.10 | 9,289.13 | 9,637.48 | 9,985.82 | 10,360.29 | 10,734.76 | 11,137.31 | 11,539.86 | 11,972.61 | 12,405.35 | 2% |
| 7 | 7,094.82 | 7,360.88 | 7,626.93 | 7,912.95 | 8,198.96 | 8,506.42 | 8,813.88 | 9,144.40 | 9,474.92 | 9,830.23 | 10,185.54 | 10,567.49 | 10,949.45 | 11,360.06 | 11,770.66 | 12,212.06 | 12,653.46 | 2% |
| 8 | 7,165.77 | 7,434.49 | 7,703.20 | 7,992.07 | 8,280.94 | 8,591.48 | 8,902.02 | 9,235.84 | 9,569.67 | 9,928.53 | 10,287.39 | 10,673.17 | 11,058.95 | 11,473.66 | 11,888.37 | 12,334.18 | 12,779.99 | 1% |
| 9 | 7,237.43 | 7,508.83 | 7,780.24 | 8,072.00 | 8,363.75 | 8,677.39 | 8,991.04 | 9,328.20 | 9,665.36 | 10,027.81 | 10,390.27 | 10,779.90 | 11,169.54 | 11,588.39 | 12,007.25 | 12,457.52 | 12,907.79 | 1% |
| 10 | 7,309.80 | 7,583.92 | 7,858.04 | 8,152.72 | 8,447.39 | 8,764.17 | 9,080.95 | 9,421.48 | 9,762.02 | 10,128.09 | 10,494.17 | 10,887.70 | 11,281.23 | 11,704.28 | 12,127.32 | 12,582.10 | 13,036.87 | 1% |
| 11 | 7,382.90 | 7,659.76 | 7,936.62 | 8,234.24 | 8,531.87 | 8,851.81 | 9,171.76 | 9,515.70 | 9,859.64 | 10,229.37 | 10,599.11 | 10,996.58 | 11,394.04 | 11,821.32 | 12,248.60 | 12,707.92 | 13,167.24 | 1% |
| 12 | 7,456.73 | 7,736.36 | 8,015.99 | 8,316.58 | 8,617.18 | 8,940.33 | 9,263.47 | 9,610.85 | 9,958.23 | 10,331.67 | 10,705.10 | 11,106.54 | 11,507.98 | 11,939.53 | 12,371.08 | 12,835.00 | 13,298.91 | 1% |
| 13 | 7,531.30 | 7,813.72 | 8,096.15 | 8,399.75 | 8,703.36 | 9,029.73 | 9,356.11 | 9,706.96 | 10,057.82 | 10,434.98 | 10,812.15 | 11,217.61 | 11,623.06 | 12,049.71 | 12,494.79 | 12,963.35 | 13,431.90 | 1% |
| 14 | 7,606.61 | 7,891.86 | 8,177.11 | 8,483.75 | 8,790.39 | 9,120.03 | 9,449.67 | 9,804.03 | 10,158.39 | 10,539.33 | 10,920.27 | 11,329.78 | 11,739.29 | 12,179.52 | 12,619.74 | 13,092.98 | 13,566.22 | 1% |
| 15 | 7,682.68 | 7,970.78 | 8,258.88 | 8,568.59 | 8,878.29 | 9,211.23 | 9,544.17 | 9,902.07 | 10,259.98 | 10,644.73 | 11,029.48 | 11,443.08 | 11,856.69 | 12,301.31 | 12,745.94 | 13,223.91 | 13,701.88 | 1% |
| 16 | 7,759.50 | 8,050.49 | 8,341.47 | 8,654.27 | 8,967.08 | 9,303.34 | 9,639.61 | 10,001.09 | 10,362.58 | 10,751.17 | 11,139.77 | 11,557.51 | 11,975.25 | 12,424.33 | 12,873.40 | 13,356.15 | 13,838.90 | 1% |
| 17 | 7,837.10 | 8,130.99 | 8,424.88 | 8,740.81 | 9,056.75 | 9,396.38 | 9,736.00 | 10,101.10 | 10,466.20 | 10,858.69 | 11,251.17 | 11,673.09 | 12,095.01 | 12,548.57 | 13,002.13 | 13,489.71 | 13,977.29 | 1% |
| 18 | 7,915.47 | 8,212.30 | 8,509.13 | 8,828.22 | 9,147.31 | 9,490.34 | 9,833.36 | 10,202.11 | 10,570.87 | 10,967.27 | 11,363.68 | 11,789.82 | 12,215.96 | 12,674.05 | 13,132.15 | 13,624.61 | 14,117.06 | 1% |
| 19 | 7,994.62 | 8,294.42 | 8,594.22 | 8,916.50 | 9,238.79 | 9,585.24 | 9,931.70 | 10,304.14 | 10,676.57 | 11,076.95 | 11,477.32 | 11,907.72 | 12,338.12 | 12,800.80 | 13,263.47 | 13,760.86 | 14,258.24 | 1% |
| 20 | 8,074.57 | 8,377.37 | 8,680.16 | 9,005.67 | 9,331.18 | 9,681.09 | 10,031.01 | 10,407.18 | 10,783.34 | 11,187.72 | 11,592.09 | 12,026.79 | 12,461.50 | 12,928.80 | 13,396.11 | 13,898.46 | 14,400.82 | 1% |
| 21 | 8,155.32 | 8,461.14 | 8,766.97 | 9,095.73 | 9,424.49 | 9,777.91 | 10,131.32 | 10,511.25 | 10,891.17 | 11,299.59 | 11,708.01 | 12,147.06 | 12,586.11 | 13,058.09 | 13,530.07 | 14,037.45 | 14,544.83 | 1% |
| 22 | 8,236.87 | 8,545.75 | 8,854.63 | 9,186.68 | 9,518.73 | 9,875.68 | 10,232.64 | 10,616.36 | 11,000.09 | 11,412.59 | 11,825.09 | 12,268.53 | 12,711.97 | 13,188.67 | 13,665.37 | 14,177.82 | 14,690.27 | 1% |
| 23 | 8,319.24 | 8,631.21 | 8,943.18 | 9,278.55 | 9,613.92 | 9,974.44 | 10,334.96 | 10,722.52 | 11,110.09 | 11,526.71 | 11,943.34 | 12,391.22 | 12,839.09 | 13,320.56 | 13,802.03 | 14,319.60 | 14,837.18 | 1% |
| 24 | 8,402.43 | 8,717.52 | 9,032.61 | 9,371.34 | 9,710.06 | 10,074.19 | 10,438.31 | 10,829.75 | 11,221.19 | 11,641.98 | 12,062.78 | 12,515.13 | 12,967.48 | 13,453.76 | 13,940.05 | 14,462.80 | 14,985.55 | 1% |
| 25 | 8,486.45 | 8,804.70 | 9,122.94 | 9,465.05 | 9,807.16 | 10,174.93 | 10,542.70 | 10,938.05 | 11,333.40 | 11,758.40 | 12,183.40 | 12,640.28 | 13,097.16 | 13,588.30 | 14,079.45 | 14,607.42 | 15,135.40 | 1% |
| 26 | 8,571.32 | 8,892.74 | 9,214.17 | 9,559.70 | 9,905.23 | 10,276.68 | 10,648.12 | 11,047.43 | 11,446.73 | 11,875.99 | 12,305.24 | 12,766.68 | 13,228.13 | 13,724.19 | 14,220.24 | 14,753.50 | 15,286.76 | 1% |
| 27 | 8,657.03 | 8,981.67 | 9,306.31 | 9,655.30 | 10,004.28 | 10,379.44 | 10,754.60 | 11,157.90 | 11,561.20 | 11,994.74 | 12,428.29 | 12,894.35 | 13,360.41 | 13,861.43 | 14,362.44 | 14,901.03 | 15,439.63 | 1% |
| 28 | 8,743.60 | 9,071.49 | 9,399.37 | 9,751.85 | 10,104.33 | 10,483.24 | 10,862.15 | 11,269.48 | 11,676.81 | 12,114.69 | 12,552.57 | 13,023.29 | 13,494.02 | 14,000.04 | 14,506.07 | 15,050.04 | 15,594.02 | 1% |
| 29 | 8,831.04 | 9,162.20 | 9,493.37 | 9,849.37 | 10,205.37 | 10,588.07 | 10,970.77 | 11,382.18 | 11,793.58 | 12,235.84 | 12,678.10 | 13,153.53 | 13,628.96 | 14,140.04 | 14,651.13 | 15,200.54 | 15,749.96 | 1% |
| 30 | 8,919.35 | 9,253.83 | 9,588.30 | 9,947.86 | 10,307.42 | 10,693.95 | 11,080.48 | 11,496.00 | 11,911.52 | 12,358.20 | 12,804.88 | 13,285.06 | 13,765.25 | 14,281.44 | 14,797.64 | 15,352.55 | 15,907.46 | 1% |
| 31 | 9,008.54 | 9,346.36 | 9,684.18 | 10,047.34 | 10,410.50 | 10,800.89 | 11,191.28 | 11,610.96 | 12,030.63 | 12,481.78 | 12,932.93 | 13,417.91 | 13,902.90 | 14,424.26 | 14,945.62 | 15,506.08 | 16,066.54 | 1% |
| 32 | 9,098.63 | 9,439.83 | 9,781.03 | 10,147.81 | 10,514.60 | 10,908.90 | 11,303.20 | 11,727.07 | 12,150.94 | 12,606.60 | 13,062.26 | 13,552.09 | 14,041.93 | 14,568.50 | 15,095.07 | 15,661.14 | 16,227.20 | 1% |
| 33 | 9,189.61 | 9,534.23 | 9,878.84 | 10,249.29 | 10,619.75 | 11,017.99 | 11,416.23 | 11,844.34 | 12,272.45 | 12,732.66 | 13,192.88 | 13,687.61 | 14,182.35 | 14,714.18 | 15,246.02 | 15,817.75 | 16,389.47 | 1% |
| 34 | 9,281.51 | 9,629.57 | 9,977.62 | 10,351.78 | 10,725.95 | 11,128.17 | 11,530.39 | 11,962.78 | 12,395.17 | 12,859.99 | 13,324.81 | 13,824.49 | 14,324.17 | 14,861.33 | 15,398.48 | 15,975.93 | 16,553.37 | 1% |
| 35 | 9,374.33 | 9,725.86 | 10,077.40 | 10,455.30 | 10,833.21 | 11,239.45 | 11,645.70 | 12,082.41 | 12,519.12 | 12,988.59 | 13,458.06 | 13,962.73 | 14,467.41 | 15,009.94 | 15,552.47 | 16,135.68 | 16,718.90 | 1% |
| 36 | 9,468.07 | 9,823.12 | 10,178.17 | 10,559.86 | 10,941.54 | 11,351.85 | 11,762.15 | 12,203.23 | 12,644.31 | 13,118.48 | 13,592.64 | 14,102.36 | 14,612.09 | 15,160.04 | 15,707.99 | 16,297.04 | 16,886.09 | 1% |

טבלה מעודכנת החל מיום 1.9.2022

נספח ב' 3'

תוספת אופק 2022 למורים בעלי תואר BA (קוד דירוג 101)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|------|------|
| | 792.77 | 730.27 | 667.77 | 605.27 | 542.77 | 480.27 | 417.77 | 355.27 | 292.77 | 230.27 | 167.77 | 130.27 | 92.77 | 55.27 | 17.77 | 8.89 | 0.00 |

מעודכן החל מיום 1.9.2022

נספח ג' 3'

תוספת אופק 2022 למורים בעלי תואר BA (קוד דירוג 101)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|----------|----------|----------|----------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|------|
| | 1,585.54 | 1,460.54 | 1,335.54 | 1,210.54 | 1,085.54 | 960.54 | 835.54 | 710.54 | 585.54 | 460.54 | 335.54 | 260.54 | 185.54 | 110.54 | 35.54 | 17.77 | 0.00 |

מעודכן החל מיום 1.1.2023

נספח א' 4

טבלת המרה לשכר מורים קיימים - תואר M.A (קוד דירוג 102)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | ותק |
|------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----|
| | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | |
| 1 | 6,615.00 | 6,863.06 | 7,111.13 | 7,377.79 | 7,644.46 | 7,931.13 | 8,217.79 | 8,525.96 | 8,834.13 | 9,165.41 | 9,496.69 | 9,852.81 | 10,208.94 | 10,591.77 | 10,974.61 | 11,386.16 | 11,797.71 | 1 |
| 2 | 6,747.30 | 7,000.32 | 7,253.35 | 7,525.35 | 7,797.35 | 8,089.75 | 8,382.15 | 8,696.48 | 9,010.81 | 9,348.72 | 9,686.62 | 10,049.87 | 10,413.12 | 10,803.61 | 11,194.10 | 11,613.88 | 12,033.66 | 2% |
| 3 | 6,882.25 | 7,140.33 | 7,398.41 | 7,675.85 | 7,953.30 | 8,251.54 | 8,549.79 | 8,870.41 | 9,191.03 | 9,535.69 | 9,880.35 | 10,250.87 | 10,621.38 | 11,019.68 | 11,417.98 | 11,846.16 | 12,274.33 | 3% |
| 4 | 7,019.89 | 7,283.14 | 7,546.38 | 7,829.37 | 8,112.36 | 8,416.57 | 8,720.79 | 9,047.82 | 9,374.85 | 9,726.40 | 10,077.96 | 10,455.88 | 10,833.81 | 11,240.08 | 11,646.34 | 12,083.08 | 12,519.82 | 4% |
| 5 | 7,160.29 | 7,428.80 | 7,697.31 | 7,985.96 | 8,274.61 | 8,584.91 | 8,895.20 | 9,228.77 | 9,562.34 | 9,920.93 | 10,279.52 | 10,665.00 | 11,050.48 | 11,464.88 | 11,879.27 | 12,324.74 | 12,770.22 | 5% |
| 6 | 7,303.49 | 7,577.38 | 7,851.26 | 8,145.68 | 8,440.10 | 8,756.60 | 9,073.11 | 9,413.35 | 9,753.59 | 10,119.35 | 10,485.11 | 10,878.30 | 11,271.49 | 11,694.18 | 12,116.86 | 12,571.24 | 13,025.62 | 6% |
| 7 | 7,449.56 | 7,728.92 | 8,008.28 | 8,308.59 | 8,608.90 | 8,931.74 | 9,254.57 | 9,601.62 | 9,948.66 | 10,321.74 | 10,694.81 | 11,095.87 | 11,496.92 | 11,928.06 | 12,359.19 | 12,822.66 | 13,286.13 | 7% |
| 8 | 7,524.06 | 7,806.21 | 8,088.36 | 8,391.68 | 8,694.99 | 9,021.05 | 9,347.12 | 9,697.63 | 10,048.15 | 10,424.96 | 10,801.76 | 11,206.83 | 11,611.89 | 12,047.34 | 12,482.79 | 12,950.89 | 13,418.99 | 8% |
| 9 | 7,599.30 | 7,884.27 | 8,169.25 | 8,475.60 | 8,781.94 | 9,111.26 | 9,440.59 | 9,794.61 | 10,148.63 | 10,529.21 | 10,909.78 | 11,318.90 | 11,728.01 | 12,167.81 | 12,607.61 | 13,080.40 | 13,553.18 | 9% |
| 10 | 7,675.29 | 7,963.12 | 8,250.94 | 8,560.35 | 8,869.76 | 9,202.38 | 9,534.99 | 9,892.56 | 10,250.12 | 10,634.50 | 11,018.88 | 11,432.08 | 11,845.29 | 12,289.49 | 12,733.69 | 13,211.20 | 13,688.72 | 10% |
| 11 | 7,752.05 | 8,042.75 | 8,333.45 | 8,645.95 | 8,958.46 | 9,294.40 | 9,630.34 | 9,991.48 | 10,352.62 | 10,740.84 | 11,129.07 | 11,546.41 | 11,963.75 | 12,412.39 | 12,861.03 | 13,343.31 | 13,825.60 | 11% |
| 12 | 7,829.57 | 8,123.18 | 8,416.78 | 8,732.41 | 9,048.04 | 9,387.35 | 9,726.65 | 10,091.40 | 10,456.15 | 10,848.25 | 11,240.36 | 11,661.87 | 12,083.38 | 12,536.51 | 12,989.64 | 13,476.75 | 13,963.86 | 12% |
| 13 | 7,907.86 | 8,204.41 | 8,500.95 | 8,819.74 | 9,138.52 | 9,481.22 | 9,823.91 | 10,192.31 | 10,560.71 | 10,956.73 | 11,352.76 | 11,778.49 | 12,204.22 | 12,661.87 | 13,119.53 | 13,611.52 | 14,103.50 | 13% |
| 14 | 7,986.94 | 8,286.45 | 8,585.96 | 8,907.94 | 9,229.91 | 9,576.03 | 9,922.15 | 10,294.23 | 10,666.31 | 11,066.30 | 11,466.29 | 11,896.27 | 12,326.26 | 12,788.49 | 13,250.73 | 13,747.63 | 14,244.53 | 14% |
| 15 | 8,066.81 | 8,369.32 | 8,671.82 | 8,997.01 | 9,322.21 | 9,671.79 | 10,021.37 | 10,397.18 | 10,772.98 | 11,176.96 | 11,580.95 | 12,015.24 | 12,449.52 | 12,916.38 | 13,383.24 | 13,885.11 | 14,386.98 | 15% |
| 16 | 8,147.48 | 8,453.01 | 8,758.54 | 9,086.99 | 9,415.43 | 9,768.51 | 10,121.59 | 10,501.15 | 10,880.71 | 11,288.73 | 11,696.76 | 12,135.39 | 12,574.02 | 13,045.54 | 13,517.07 | 14,023.96 | 14,530.85 | 16% |
| 17 | 8,228.95 | 8,537.54 | 8,846.13 | 9,177.85 | 9,509.58 | 9,866.19 | 10,222.80 | 10,606.16 | 10,989.51 | 11,401.62 | 11,813.73 | 12,256.74 | 12,699.76 | 13,176.00 | 13,652.24 | 14,164.20 | 14,676.16 | 17% |
| 18 | 8,311.24 | 8,622.91 | 8,934.59 | 9,269.63 | 9,604.68 | 9,964.86 | 10,325.03 | 10,712.22 | 11,099.41 | 11,515.64 | 11,931.86 | 12,379.31 | 12,826.75 | 13,307.76 | 13,788.76 | 14,305.84 | 14,822.92 | 18% |
| 19 | 8,394.36 | 8,709.14 | 9,023.93 | 9,362.33 | 9,700.73 | 10,064.50 | 10,428.28 | 10,819.34 | 11,210.40 | 11,630.79 | 12,051.18 | 12,503.10 | 12,955.02 | 13,440.84 | 13,926.65 | 14,448.90 | 14,971.15 | 19% |
| 20 | 8,478.30 | 8,796.24 | 9,114.17 | 9,455.95 | 9,797.73 | 10,165.15 | 10,532.56 | 10,927.54 | 11,322.51 | 11,747.10 | 12,171.69 | 12,628.13 | 13,084.57 | 13,575.24 | 14,065.91 | 14,593.39 | 15,120.86 | 20% |
| 21 | 8,563.08 | 8,884.20 | 9,205.31 | 9,550.51 | 9,895.71 | 10,266.80 | 10,637.89 | 11,036.81 | 11,435.73 | 11,864.57 | 12,293.41 | 12,754.41 | 13,215.42 | 13,711.00 | 14,206.57 | 14,739.32 | 15,272.07 | 21% |
| 22 | 8,648.71 | 8,973.04 | 9,297.37 | 9,646.02 | 9,994.67 | 10,369.47 | 10,744.27 | 11,147.18 | 11,550.09 | 11,983.22 | 12,416.35 | 12,881.96 | 13,347.57 | 13,848.11 | 14,348.64 | 14,886.71 | 15,424.79 | 22% |
| 23 | 8,735.20 | 9,062.77 | 9,390.34 | 9,742.48 | 10,094.62 | 10,473.16 | 10,851.71 | 11,258.65 | 11,665.59 | 12,103.05 | 12,540.51 | 13,010.78 | 13,481.05 | 13,986.59 | 14,492.13 | 15,035.58 | 15,579.04 | 23% |
| 24 | 8,822.55 | 9,153.40 | 9,484.24 | 9,839.90 | 10,195.56 | 10,577.90 | 10,960.23 | 11,371.24 | 11,782.25 | 12,224.08 | 12,665.91 | 13,140.89 | 13,615.86 | 14,126.45 | 14,637.05 | 15,185.94 | 15,734.83 | 24% |
| 25 | 8,910.78 | 9,244.93 | 9,579.09 | 9,938.30 | 10,297.52 | 10,683.67 | 11,069.83 | 11,484.95 | 11,900.07 | 12,346.32 | 12,792.57 | 13,272.30 | 13,752.02 | 14,267.72 | 14,783.42 | 15,337.80 | 15,892.17 | 25% |
| 26 | 8,999.89 | 9,337.38 | 9,674.88 | 10,037.68 | 10,400.49 | 10,790.51 | 11,180.53 | 11,599.80 | 12,019.07 | 12,469.78 | 12,920.50 | 13,405.02 | 13,889.54 | 14,410.39 | 14,931.25 | 15,491.17 | 16,051.10 | 26% |
| 27 | 9,089.88 | 9,430.75 | 9,771.63 | 10,138.06 | 10,504.50 | 10,898.42 | 11,292.33 | 11,715.80 | 12,139.26 | 12,594.48 | 13,049.70 | 13,539.07 | 14,028.43 | 14,554.50 | 15,080.56 | 15,646.09 | 16,211.61 | 27% |
| 28 | 9,180.78 | 9,525.06 | 9,869.34 | 10,239.44 | 10,609.54 | 11,007.40 | 11,405.26 | 11,832.96 | 12,260.65 | 12,720.43 | 13,180.20 | 13,674.46 | 14,168.72 | 14,700.04 | 15,231.37 | 15,802.55 | 16,373.72 | 28% |
| 29 | 9,272.59 | 9,620.31 | 9,968.04 | 10,341.84 | 10,715.64 | 11,117.47 | 11,519.31 | 11,951.28 | 12,383.26 | 12,847.63 | 13,312.00 | 13,811.20 | 14,310.40 | 14,847.04 | 15,383.68 | 15,960.57 | 16,537.46 | 29% |
| 30 | 9,365.32 | 9,716.52 | 10,067.72 | 10,445.25 | 10,822.79 | 11,228.65 | 11,634.50 | 12,070.80 | 12,507.09 | 12,976.11 | 13,445.12 | 13,949.32 | 14,453.51 | 14,995.51 | 15,537.52 | 16,120.18 | 16,702.83 | 30% |
| 31 | 9,458.97 | 9,813.68 | 10,168.39 | 10,549.71 | 10,931.02 | 11,340.94 | 11,750.85 | 12,191.51 | 12,632.16 | 13,105.87 | 13,579.57 | 14,088.81 | 14,598.04 | 15,145.47 | 15,692.90 | 16,281.38 | 16,869.86 | 31% |
| 32 | 9,553.56 | 9,911.82 | 10,270.08 | 10,655.20 | 11,040.33 | 11,454.34 | 11,868.36 | 12,313.42 | 12,758.48 | 13,236.93 | 13,715.37 | 14,229.70 | 14,744.02 | 15,296.92 | 15,849.83 | 16,444.19 | 17,038.56 | 32% |
| 33 | 9,649.10 | 10,010.94 | 10,372.78 | 10,761.76 | 11,150.74 | 11,568.89 | 11,987.04 | 12,436.56 | 12,886.07 | 13,369.30 | 13,852.52 | 14,371.99 | 14,891.46 | 15,449.89 | 16,008.32 | 16,608.64 | 17,208.95 | 33% |
| 34 | 9,745.59 | 10,111.05 | 10,476.51 | 10,869.37 | 11,262.24 | 11,684.58 | 12,106.91 | 12,560.92 | 13,014.93 | 13,502.99 | 13,991.05 | 14,515.71 | 15,040.38 | 15,604.39 | 16,168.41 | 16,774.72 | 17,381.04 | 34% |
| 35 | 9,843.04 | 10,212.16 | 10,581.27 | 10,978.07 | 11,374.87 | 11,801.42 | 12,227.98 | 12,686.53 | 13,145.08 | 13,638.02 | 14,130.96 | 14,660.87 | 15,190.78 | 15,760.44 | 16,330.09 | 16,942.47 | 17,554.85 | 35% |
| 36 | 9,941.47 | 10,314.28 | 10,687.08 | 11,087.85 | 11,488.61 | 11,919.44 | 12,350.26 | 12,813.40 | 13,276.53 | 13,774.40 | 14,272.27 | 14,807.48 | 15,342.69 | 15,918.04 | 16,493.39 | 17,111.89 | 17,730.40 | 36% |

טבלה מעודכנת החל מיום 1.9.2022

נספח ב' 4'

תוספת אופק 2022 למורים בעלי תואר MA (קוד דירוג 102)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|------|------|
| | 832.44 | 766.81 | 701.19 | 635.56 | 569.94 | 504.31 | 438.69 | 373.06 | 307.44 | 241.81 | 176.19 | 136.81 | 97.44 | 58.06 | 18.69 | 9.34 | 0.00 |

מעודכן החל מיום 1.9.2022

נספח ג' 4'

תוספת אופק 2022 למורים בעלי תואר MA (קוד דירוג 102)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|----------|----------|----------|----------|----------|----------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|------|
| | 1,664.87 | 1,533.62 | 1,402.37 | 1,271.12 | 1,139.87 | 1,008.62 | 877.37 | 746.12 | 614.87 | 483.62 | 352.37 | 273.62 | 194.87 | 116.12 | 37.37 | 18.69 | 0.00 |

מעודכן החל מיום 1.9.2023

נספח א' 5'

טבלת המרה לשכר מורים קיימים בדרגת 'בכיר' (קוד דירוג 104)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | ותק |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----|
| | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | |
| | 4,725.00 | 4,902.19 | 5,079.38 | 5,269.85 | 5,460.33 | 5,665.09 | 5,869.85 | 6,089.97 | 6,310.09 | 6,546.72 | 6,783.35 | 7,037.72 | 7,292.10 | 7,565.55 | 7,839.01 | 8,132.97 | 8,426.93 | 1 |
| 2% | 4,819.50 | 5,000.23 | 5,180.96 | 5,375.25 | 5,569.53 | 5,778.39 | 5,987.25 | 6,211.77 | 6,436.29 | 6,677.65 | 6,919.02 | 7,178.48 | 7,437.94 | 7,716.86 | 7,995.79 | 8,295.63 | 8,595.47 | 2 |
| 2% | 4,915.89 | 5,100.24 | 5,284.58 | 5,482.75 | 5,680.93 | 5,893.96 | 6,106.99 | 6,336.01 | 6,565.02 | 6,811.21 | 7,057.40 | 7,322.05 | 7,586.70 | 7,871.20 | 8,155.70 | 8,461.54 | 8,767.38 | 3 |
| 2% | 5,014.21 | 5,202.24 | 5,390.27 | 5,592.41 | 5,794.54 | 6,011.84 | 6,229.13 | 6,462.73 | 6,696.32 | 6,947.43 | 7,198.54 | 7,468.49 | 7,738.43 | 8,028.63 | 8,318.82 | 8,630.77 | 8,942.73 | 4 |
| 2% | 5,114.49 | 5,306.29 | 5,498.08 | 5,704.26 | 5,910.43 | 6,132.08 | 6,353.72 | 6,591.98 | 6,830.25 | 7,086.38 | 7,342.51 | 7,617.86 | 7,893.20 | 8,189.29 | 8,485.19 | 8,803.39 | 9,121.58 | 5 |
| 2% | 5,216.78 | 5,412.41 | 5,608.04 | 5,818.34 | 6,028.64 | 6,254.72 | 6,480.79 | 6,723.82 | 6,966.85 | 7,228.11 | 7,489.36 | 7,770.22 | 8,051.07 | 8,352.98 | 8,654.90 | 8,979.46 | 9,304.01 | 6 |
| 2% | 5,321.12 | 5,520.66 | 5,720.20 | 5,934.71 | 6,149.22 | 6,379.81 | 6,610.41 | 6,858.30 | 7,106.19 | 7,372.67 | 7,639.15 | 7,925.62 | 8,212.09 | 8,520.04 | 8,828.00 | 9,159.05 | 9,490.09 | 7 |
| 1% | 5,374.33 | 5,575.87 | 5,777.40 | 5,994.06 | 6,210.71 | 6,443.61 | 6,676.51 | 6,926.88 | 7,177.25 | 7,446.40 | 7,715.54 | 8,004.88 | 8,294.21 | 8,605.24 | 8,916.28 | 9,250.64 | 9,585.00 | 8 |
| 1% | 5,428.07 | 5,631.62 | 5,835.18 | 6,054.00 | 6,272.82 | 6,508.05 | 6,743.28 | 6,996.15 | 7,249.02 | 7,520.86 | 7,792.70 | 8,084.93 | 8,377.15 | 8,691.29 | 9,005.44 | 9,343.14 | 9,680.85 | 9 |
| 1% | 5,482.35 | 5,687.94 | 5,893.53 | 6,114.54 | 6,335.54 | 6,573.13 | 6,810.71 | 7,066.11 | 7,321.51 | 7,596.07 | 7,870.63 | 8,165.77 | 8,460.92 | 8,778.21 | 9,095.49 | 9,436.57 | 9,777.65 | 10 |
| 1% | 5,537.18 | 5,744.82 | 5,952.46 | 6,175.68 | 6,398.90 | 6,638.86 | 6,878.82 | 7,136.77 | 7,394.73 | 7,672.03 | 7,949.33 | 8,247.43 | 8,545.53 | 8,865.99 | 9,186.45 | 9,530.94 | 9,875.43 | 11 |
| 1% | 5,592.55 | 5,802.27 | 6,011.99 | 6,237.44 | 6,462.89 | 6,705.25 | 6,947.60 | 7,208.14 | 7,468.68 | 7,748.75 | 8,028.83 | 8,329.91 | 8,630.99 | 8,954.65 | 9,278.31 | 9,626.25 | 9,974.19 | 12 |
| 1% | 5,648.47 | 5,860.29 | 6,072.11 | 6,299.81 | 6,527.52 | 6,772.30 | 7,017.08 | 7,280.22 | 7,543.36 | 7,826.24 | 8,109.11 | 8,413.21 | 8,717.30 | 9,044.20 | 9,371.09 | 9,722.51 | 10,073.93 | 13 |
| 1% | 5,704.96 | 5,918.89 | 6,132.83 | 6,362.81 | 6,592.79 | 6,840.02 | 7,087.25 | 7,353.02 | 7,618.80 | 7,904.50 | 8,190.21 | 8,497.34 | 8,804.47 | 9,134.64 | 9,464.81 | 9,819.74 | 10,174.67 | 14 |
| 1% | 5,762.01 | 5,978.08 | 6,194.16 | 6,426.44 | 6,658.72 | 6,908.42 | 7,158.12 | 7,426.55 | 7,694.98 | 7,983.55 | 8,272.11 | 8,582.31 | 8,892.52 | 9,225.98 | 9,559.45 | 9,917.93 | 10,276.41 | 15 |
| 1% | 5,819.63 | 6,037.86 | 6,256.10 | 6,490.70 | 6,725.31 | 6,977.51 | 7,229.71 | 7,500.82 | 7,771.93 | 8,063.38 | 8,354.83 | 8,668.13 | 8,981.44 | 9,318.24 | 9,655.05 | 10,017.11 | 10,379.18 | 16 |
| 1% | 5,877.82 | 6,098.24 | 6,318.66 | 6,555.61 | 6,792.56 | 7,047.28 | 7,302.00 | 7,575.83 | 7,849.65 | 8,144.01 | 8,438.38 | 8,754.82 | 9,071.25 | 9,411.43 | 9,751.60 | 10,117.28 | 10,482.97 | 17 |
| 1% | 5,936.60 | 6,159.22 | 6,381.85 | 6,621.17 | 6,860.49 | 7,117.75 | 7,375.02 | 7,651.59 | 7,928.15 | 8,225.45 | 8,522.76 | 8,842.36 | 9,161.97 | 9,505.54 | 9,849.11 | 10,218.46 | 10,587.80 | 18 |
| 1% | 5,995.97 | 6,220.82 | 6,445.67 | 6,687.38 | 6,929.09 | 7,188.93 | 7,448.77 | 7,728.10 | 8,007.43 | 8,307.71 | 8,607.99 | 8,930.79 | 9,253.59 | 9,600.60 | 9,947.61 | 10,320.64 | 10,693.68 | 19 |
| 1% | 6,055.93 | 6,283.03 | 6,510.12 | 6,754.25 | 6,998.38 | 7,260.82 | 7,523.26 | 7,805.38 | 8,087.50 | 8,390.79 | 8,694.07 | 9,020.10 | 9,346.12 | 9,696.60 | 10,047.08 | 10,423.85 | 10,800.61 | 20 |
| 1% | 6,116.49 | 6,345.86 | 6,575.22 | 6,821.79 | 7,068.37 | 7,333.43 | 7,598.49 | 7,883.44 | 8,168.38 | 8,474.69 | 8,781.01 | 9,110.30 | 9,439.58 | 9,793.57 | 10,147.55 | 10,528.09 | 10,908.62 | 21 |
| 1% | 6,177.65 | 6,409.31 | 6,640.98 | 6,890.01 | 7,139.05 | 7,406.76 | 7,674.48 | 7,962.27 | 8,250.06 | 8,559.44 | 8,868.82 | 9,201.40 | 9,533.98 | 9,891.50 | 10,249.03 | 10,633.37 | 11,017.71 | 22 |
| 1% | 6,239.43 | 6,473.41 | 6,707.39 | 6,958.91 | 7,210.44 | 7,480.83 | 7,751.22 | 8,041.89 | 8,332.56 | 8,645.04 | 8,957.51 | 9,293.41 | 9,629.32 | 9,990.42 | 10,351.52 | 10,739.70 | 11,127.88 | 23 |
| 1% | 6,301.82 | 6,538.14 | 6,774.46 | 7,028.50 | 7,282.54 | 7,555.64 | 7,828.73 | 8,122.31 | 8,415.89 | 8,731.49 | 9,047.08 | 9,386.35 | 9,725.61 | 10,090.32 | 10,455.03 | 10,847.10 | 11,239.16 | 24 |
| 1% | 6,364.84 | 6,603.52 | 6,842.20 | 7,098.79 | 7,355.37 | 7,631.20 | 7,907.02 | 8,203.54 | 8,500.05 | 8,818.80 | 9,137.55 | 9,480.21 | 9,822.87 | 10,191.23 | 10,559.58 | 10,955.57 | 11,351.55 | 25 |
| 1% | 6,428.49 | 6,669.56 | 6,910.63 | 7,169.77 | 7,428.92 | 7,707.51 | 7,986.09 | 8,285.57 | 8,585.05 | 8,906.99 | 9,228.93 | 9,575.01 | 9,921.10 | 10,293.14 | 10,665.18 | 11,065.12 | 11,465.07 | 26 |
| 1% | 6,492.77 | 6,736.25 | 6,979.73 | 7,241.47 | 7,503.21 | 7,784.58 | 8,065.95 | 8,368.43 | 8,670.90 | 8,996.06 | 9,321.22 | 9,670.76 | 10,020.31 | 10,396.07 | 10,771.83 | 11,175.78 | 11,579.72 | 27 |
| 1% | 6,557.70 | 6,803.62 | 7,049.53 | 7,313.89 | 7,578.24 | 7,862.43 | 8,146.61 | 8,452.11 | 8,757.61 | 9,086.02 | 9,414.43 | 9,767.47 | 10,120.51 | 10,500.03 | 10,879.55 | 11,287.53 | 11,695.52 | 28 |
| 1% | 6,623.28 | 6,871.65 | 7,120.03 | 7,387.03 | 7,654.03 | 7,941.05 | 8,228.08 | 8,536.63 | 8,845.19 | 9,176.88 | 9,508.57 | 9,865.15 | 10,221.72 | 10,605.03 | 10,988.35 | 11,400.41 | 11,812.47 | 29 |
| 1% | 6,689.51 | 6,940.37 | 7,191.23 | 7,460.90 | 7,730.57 | 8,020.46 | 8,310.36 | 8,622.00 | 8,933.64 | 9,268.65 | 9,603.66 | 9,963.80 | 10,323.93 | 10,711.08 | 11,098.23 | 11,514.41 | 11,930.60 | 30 |
| 1% | 6,756.41 | 7,009.77 | 7,263.14 | 7,535.51 | 7,807.87 | 8,100.67 | 8,393.46 | 8,708.22 | 9,022.97 | 9,361.33 | 9,699.70 | 10,063.43 | 10,427.17 | 10,818.19 | 11,209.21 | 11,629.56 | 12,049.90 | 31 |
| 1% | 6,823.97 | 7,079.87 | 7,335.77 | 7,610.86 | 7,885.95 | 8,181.67 | 8,477.40 | 8,795.30 | 9,113.20 | 9,454.95 | 9,796.69 | 10,164.07 | 10,531.45 | 10,926.37 | 11,321.30 | 11,745.85 | 12,170.40 | 32 |
| 1% | 6,892.21 | 7,150.67 | 7,409.13 | 7,686.97 | 7,964.81 | 8,263.49 | 8,562.17 | 8,883.25 | 9,204.34 | 9,549.50 | 9,894.66 | 10,265.71 | 10,636.76 | 11,035.64 | 11,434.52 | 11,863.31 | 12,292.11 | 33 |
| 1% | 6,961.13 | 7,222.18 | 7,483.22 | 7,763.84 | 8,044.46 | 8,346.13 | 8,647.79 | 8,972.09 | 9,296.38 | 9,644.99 | 9,993.61 | 10,368.37 | 10,743.13 | 11,145.99 | 11,548.86 | 11,981.94 | 12,415.03 | 34 |
| 1% | 7,030.74 | 7,294.40 | 7,558.05 | 7,841.48 | 8,124.90 | 8,429.59 | 8,734.27 | 9,061.81 | 9,389.34 | 9,741.44 | 10,093.54 | 10,472.05 | 10,850.56 | 11,257.45 | 11,664.35 | 12,101.76 | 12,539.18 | 35 |
| 1% | 7,101.05 | 7,367.34 | 7,633.63 | 7,919.89 | 8,206.15 | 8,513.88 | 8,821.61 | 9,152.43 | 9,483.24 | 9,838.86 | 10,194.48 | 10,576.77 | 10,959.06 | 11,370.03 | 11,780.99 | 12,222.78 | 12,664.57 | 36 |

טבלה מעודכנת החל מיום 1.9.2022

נספח ב' 5'

תוספת אופק 2022 למורים קיימים בדרגת 'בכיר' (קוד דירוג 104)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|------|------|
| | 594.58 | 547.70 | 500.83 | 453.95 | 407.08 | 360.20 | 313.33 | 266.45 | 219.58 | 172.70 | 125.83 | 97.70 | 69.58 | 41.45 | 13.33 | 6.66 | 0.00 |

מעודכן החל מיום 1.9.2022

נספח ג' 5'

תוספת אופק 2022 למורים קיימים בדרגת 'בכיר' (קוד דירוג 104)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|----------|----------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|------|
| | 1,189.16 | 1,095.41 | 1,001.66 | 907.91 | 814.16 | 720.41 | 626.66 | 532.91 | 439.16 | 345.41 | 251.66 | 195.41 | 139.16 | 82.91 | 26.66 | 13.33 | 0.00 |

מעודכן החל מיום 1.9.2023

נספח א' 6

טבלת המרה לשכר מורים קיימים בדרגת 'מוסמך' (קוד דירוג 105)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | ותק |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|-----------|-----|
| | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | |
| | 4,306.05 | 4,467.53 | 4,629.00 | 4,802.59 | 4,976.18 | 5,162.79 | 5,349.39 | 5,549.99 | 5,750.60 | 5,966.24 | 6,181.89 | 6,413.71 | 6,645.53 | 6,894.74 | 7,143.95 | 7,411.85 | 7,679.74 | 1 |
| 2% | 4,392.17 | 4,556.88 | 4,721.58 | 4,898.64 | 5,075.70 | 5,266.04 | 5,456.38 | 5,660.99 | 5,865.61 | 6,085.57 | 6,305.53 | 6,541.99 | 6,778.44 | 7,032.64 | 7,286.83 | 7,560.08 | 7,833.34 | 2 |
| 2% | 4,480.01 | 4,648.01 | 4,816.02 | 4,996.62 | 5,177.22 | 5,371.36 | 5,565.51 | 5,774.21 | 5,982.92 | 6,207.28 | 6,431.64 | 6,672.83 | 6,914.01 | 7,173.29 | 7,432.56 | 7,711.29 | 7,990.01 | 3 |
| 2% | 4,569.61 | 4,740.98 | 4,912.34 | 5,096.55 | 5,280.76 | 5,478.79 | 5,676.82 | 5,889.70 | 6,102.58 | 6,331.43 | 6,560.27 | 6,806.28 | 7,052.29 | 7,316.75 | 7,581.22 | 7,865.51 | 8,149.81 | 4 |
| 2% | 4,661.01 | 4,835.79 | 5,010.58 | 5,198.48 | 5,386.38 | 5,588.37 | 5,790.35 | 6,007.49 | 6,224.63 | 6,458.05 | 6,691.48 | 6,942.41 | 7,193.34 | 7,463.09 | 7,732.84 | 8,022.82 | 8,312.80 | 5 |
| 2% | 4,754.23 | 4,932.51 | 5,110.79 | 5,302.45 | 5,494.10 | 5,700.13 | 5,906.16 | 6,127.64 | 6,349.12 | 6,587.22 | 6,825.31 | 7,081.26 | 7,337.21 | 7,612.35 | 7,887.50 | 8,183.28 | 8,479.06 | 6 |
| 2% | 4,849.31 | 5,031.16 | 5,213.01 | 5,408.50 | 5,603.99 | 5,814.14 | 6,024.28 | 6,250.20 | 6,476.11 | 6,718.96 | 6,961.81 | 7,222.88 | 7,483.95 | 7,764.60 | 8,045.25 | 8,346.94 | 8,648.64 | 7 |
| 1% | 4,897.80 | 5,081.47 | 5,265.14 | 5,462.58 | 5,660.03 | 5,872.28 | 6,084.53 | 6,312.70 | 6,540.87 | 6,786.15 | 7,031.43 | 7,295.11 | 7,558.79 | 7,842.24 | 8,125.70 | 8,430.41 | 8,735.13 | 8 |
| 1% | 4,946.78 | 5,132.29 | 5,317.79 | 5,517.21 | 5,716.63 | 5,931.00 | 6,145.37 | 6,375.82 | 6,606.28 | 6,854.01 | 7,101.75 | 7,364.38 | 7,634.38 | 7,920.67 | 8,206.96 | 8,514.72 | 8,822.48 | 9 |
| 1% | 4,996.25 | 5,183.61 | 5,370.97 | 5,572.38 | 5,773.79 | 5,990.31 | 6,206.83 | 6,439.58 | 6,672.34 | 6,922.55 | 7,172.76 | 7,441.74 | 7,710.72 | 7,999.87 | 8,289.03 | 8,599.86 | 8,910.70 | 10 |
| 1% | 5,046.21 | 5,235.45 | 5,424.68 | 5,628.10 | 5,831.53 | 6,050.21 | 6,268.89 | 6,503.98 | 6,739.06 | 6,991.78 | 7,244.49 | 7,516.16 | 7,787.83 | 8,079.87 | 8,371.92 | 8,685.86 | 8,999.81 | 11 |
| 1% | 5,096.68 | 5,287.80 | 5,478.93 | 5,684.39 | 5,889.85 | 6,110.71 | 6,331.58 | 6,569.02 | 6,806.45 | 7,061.69 | 7,316.94 | 7,591.32 | 7,865.71 | 8,160.67 | 8,455.63 | 8,772.72 | 9,089.81 | 12 |
| 1% | 5,147.64 | 5,340.68 | 5,533.72 | 5,741.23 | 5,948.74 | 6,171.82 | 6,394.90 | 6,634.71 | 6,874.52 | 7,132.31 | 7,390.11 | 7,667.23 | 7,944.36 | 8,242.28 | 8,540.19 | 8,860.45 | 9,180.71 | 13 |
| 1% | 5,199.12 | 5,394.09 | 5,589.05 | 5,798.64 | 6,008.23 | 6,233.54 | 6,458.85 | 6,701.06 | 6,943.26 | 7,203.63 | 7,464.01 | 7,743.91 | 8,023.81 | 8,324.70 | 8,625.59 | 8,949.05 | 9,272.51 | 14 |
| 1% | 5,251.11 | 5,448.03 | 5,644.94 | 5,856.63 | 6,068.31 | 6,295.88 | 6,523.44 | 6,768.07 | 7,012.69 | 7,275.67 | 7,538.65 | 7,821.35 | 8,104.05 | 8,407.95 | 8,711.85 | 9,038.54 | 9,365.24 | 15 |
| 1% | 5,303.62 | 5,502.51 | 5,701.39 | 5,915.19 | 6,129.00 | 6,358.83 | 6,588.67 | 6,835.75 | 7,082.82 | 7,348.43 | 7,614.03 | 7,899.56 | 8,185.09 | 8,492.03 | 8,798.97 | 9,128.93 | 9,458.89 | 16 |
| 1% | 5,356.66 | 5,557.53 | 5,758.41 | 5,974.35 | 6,190.29 | 6,422.42 | 6,654.56 | 6,904.10 | 7,153.65 | 7,421.91 | 7,690.17 | 7,978.56 | 8,266.94 | 8,576.95 | 8,886.96 | 9,220.22 | 9,553.48 | 17 |
| 1% | 5,410.22 | 5,613.11 | 5,815.99 | 6,034.09 | 6,252.19 | 6,486.65 | 6,721.10 | 6,973.15 | 7,225.19 | 7,496.13 | 7,767.08 | 8,058.34 | 8,349.61 | 8,662.72 | 8,975.83 | 9,312.42 | 9,649.01 | 18 |
| 1% | 5,464.33 | 5,669.24 | 5,874.15 | 6,094.43 | 6,314.71 | 6,551.51 | 6,788.31 | 7,042.88 | 7,297.44 | 7,571.09 | 7,844.75 | 8,138.92 | 8,433.10 | 8,749.34 | 9,065.58 | 9,405.54 | 9,745.50 | 19 |
| 1% | 5,518.97 | 5,725.93 | 5,932.89 | 6,155.38 | 6,377.86 | 6,617.03 | 6,856.20 | 7,113.31 | 7,370.41 | 7,646.80 | 7,923.19 | 8,220.31 | 8,517.43 | 8,836.84 | 9,156.24 | 9,499.60 | 9,842.96 | 20 |
| 1% | 5,574.16 | 5,783.19 | 5,992.22 | 6,216.93 | 6,441.64 | 6,683.20 | 6,924.76 | 7,184.44 | 7,444.12 | 7,723.27 | 8,002.43 | 8,302.52 | 8,602.61 | 8,925.21 | 9,247.80 | 9,594.60 | 9,941.39 | 21 |
| 1% | 5,629.90 | 5,841.02 | 6,052.14 | 6,279.10 | 6,506.05 | 6,750.03 | 6,994.01 | 7,256.28 | 7,518.56 | 7,800.50 | 8,082.45 | 8,385.54 | 8,688.63 | 9,014.46 | 9,340.28 | 9,690.54 | 10,040.80 | 22 |
| 1% | 5,686.20 | 5,899.43 | 6,112.66 | 6,341.89 | 6,571.11 | 6,817.53 | 7,063.95 | 7,328.85 | 7,593.74 | 7,878.51 | 8,163.27 | 8,469.40 | 8,775.52 | 9,104.60 | 9,433.68 | 9,787.45 | 10,141.21 | 23 |
| 1% | 5,743.06 | 5,958.43 | 6,173.79 | 6,405.31 | 6,636.83 | 6,885.71 | 7,134.59 | 7,402.13 | 7,669.68 | 7,957.29 | 8,244.91 | 8,540.99 | 8,843.28 | 9,155.65 | 9,478.02 | 9,815.32 | 10,142.62 | 24 |
| 1% | 5,800.49 | 6,018.01 | 6,235.53 | 6,469.36 | 6,703.19 | 6,954.56 | 7,205.93 | 7,476.16 | 7,746.38 | 8,036.87 | 8,327.36 | 8,639.63 | 8,951.91 | 9,287.60 | 9,623.30 | 9,984.17 | 10,345.05 | 25 |
| 1% | 5,858.50 | 6,078.19 | 6,297.88 | 6,534.05 | 6,770.23 | 7,024.11 | 7,277.99 | 7,550.92 | 7,823.84 | 8,117.24 | 8,410.63 | 8,726.03 | 9,041.43 | 9,380.48 | 9,719.53 | 10,084.02 | 10,448.50 | 26 |
| 1% | 5,917.08 | 6,138.97 | 6,360.86 | 6,599.40 | 6,837.93 | 7,094.35 | 7,350.77 | 7,626.43 | 7,902.08 | 8,198.41 | 8,494.74 | 8,813.29 | 9,131.84 | 9,474.29 | 9,816.73 | 10,184.86 | 10,552.98 | 27 |
| 1% | 5,976.25 | 6,200.36 | 6,424.47 | 6,665.39 | 6,906.31 | 7,165.29 | 7,424.28 | 7,702.69 | 7,981.10 | 8,280.39 | 8,579.68 | 8,901.42 | 9,223.16 | 9,569.03 | 9,914.90 | 10,286.71 | 10,658.51 | 28 |
| 1% | 6,036.02 | 6,262.37 | 6,488.72 | 6,732.04 | 6,975.37 | 7,236.95 | 7,498.52 | 7,779.72 | 8,060.91 | 8,363.20 | 8,665.48 | 8,990.44 | 9,315.39 | 9,664.72 | 10,014.05 | 10,389.57 | 10,765.10 | 29 |
| 1% | 6,096.38 | 6,324.99 | 6,553.60 | 6,799.36 | 7,045.12 | 7,309.32 | 7,573.51 | 7,857.51 | 8,141.52 | 8,446.83 | 8,752.14 | 9,080.34 | 9,408.55 | 9,761.37 | 10,114.19 | 10,493.47 | 10,872.75 | 30 |
| 1% | 6,157.34 | 6,388.24 | 6,619.14 | 6,867.36 | 7,115.57 | 7,382.41 | 7,649.24 | 7,936.09 | 8,222.94 | 8,531.30 | 8,839.66 | 9,171.14 | 9,502.63 | 9,858.98 | 10,215.33 | 10,598.40 | 10,981.48 | 31 |
| 1% | 6,218.91 | 6,452.12 | 6,685.33 | 6,936.03 | 7,186.73 | 7,456.23 | 7,725.74 | 8,015.45 | 8,305.17 | 8,616.61 | 8,928.05 | 9,262.86 | 9,597.66 | 9,957.57 | 10,317.48 | 10,704.39 | 11,091.29 | 32 |
| 1% | 6,281.10 | 6,516.64 | 6,752.18 | 7,005.39 | 7,258.60 | 7,502.99 | 7,802.99 | 8,095.61 | 8,388.22 | 8,702.78 | 9,017.33 | 9,355.48 | 9,693.63 | 10,057.14 | 10,420.66 | 10,811.43 | 11,202.21 | 33 |
| 1% | 6,343.91 | 6,581.81 | 6,819.71 | 7,075.45 | 7,331.18 | 7,596.10 | 7,881.02 | 8,176.56 | 8,472.10 | 8,789.80 | 9,107.51 | 9,449.04 | 9,790.57 | 10,152.72 | 10,524.86 | 10,919.55 | 11,314.23 | 34 |
| 1% | 6,407.35 | 6,647.63 | 6,887.90 | 7,146.20 | 7,404.50 | 7,682.16 | 7,959.83 | 8,258.33 | 8,556.82 | 8,877.70 | 9,198.58 | 9,543.53 | 9,888.48 | 10,259.29 | 10,630.11 | 11,028.74 | 11,427.37 | 35 |
| 1% | 6,471.43 | 6,714.10 | 6,956.78 | 7,217.66 | 7,478.54 | 7,758.99 | 8,039.43 | 8,340.91 | 8,642.39 | 8,966.48 | 9,290.57 | 9,638.96 | 9,987.36 | 10,361.89 | 10,736.41 | 11,139.03 | 11,541.64 | 36 |

טבלה מעודכנת החל מיום 1.9.2022

נספח ב' 6'

תוספת אופק 2022 למורים קיימים בדרגת 'מוסמך' (קוד דירוג 105)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|------|------|
| | 541.86 | 499.14 | 456.42 | 413.70 | 370.98 | 328.27 | 285.55 | 242.83 | 200.11 | 157.39 | 114.67 | 89.04 | 63.41 | 37.78 | 12.15 | 6.07 | 0.00 |

מעודכן החל מיום 1.9.2022

נספח ג' 6'

תוספת אופק 2022 למורים קיימים בדרגת 'מוסמך' (קוד דירוג 105)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|------|
| | 1,083.72 | 998.28 | 912.84 | 827.41 | 741.97 | 656.53 | 571.09 | 485.66 | 400.22 | 314.78 | 229.34 | 178.08 | 126.82 | 75.56 | 24.29 | 12.15 | 0.00 |

מעודכן החל מיום 1.9.2023

נספח א' 7

טבלת המרה לשכר מורים קיימים בדרגת 'בלתי מוסמך' (קוד דירוג 106)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 | ותק |
|------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|-----------|-----|
| | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | 7.5% | |
| | 3,746.61 | 3,887.11 | 4,027.61 | 4,178.64 | 4,329.68 | 4,492.04 | 4,654.40 | 4,828.94 | 5,003.48 | 5,191.11 | 5,378.74 | 5,580.45 | 5,782.15 | 5,998.98 | 6,215.81 | 6,448.90 | 6,682.00 | 1 |
| 2% | 3,821.54 | 3,964.85 | 4,108.16 | 4,262.21 | 4,416.27 | 4,581.88 | 4,747.49 | 4,925.52 | 5,103.55 | 5,294.93 | 5,486.32 | 5,692.05 | 5,897.79 | 6,118.96 | 6,340.13 | 6,577.88 | 6,815.64 | 2 |
| 2% | 3,897.97 | 4,044.15 | 4,190.32 | 4,347.46 | 4,504.60 | 4,673.52 | 4,842.44 | 5,024.03 | 5,205.62 | 5,400.83 | 5,596.04 | 5,805.90 | 6,015.75 | 6,241.34 | 6,466.93 | 6,709.44 | 6,951.95 | 3 |
| 2% | 3,975.93 | 4,125.03 | 4,274.13 | 4,434.41 | 4,594.69 | 4,766.99 | 4,939.29 | 5,124.51 | 5,309.74 | 5,508.85 | 5,707.97 | 5,922.01 | 6,136.06 | 6,366.17 | 6,596.27 | 6,843.63 | 7,090.99 | 4 |
| 2% | 4,055.45 | 4,207.53 | 4,359.61 | 4,523.10 | 4,686.58 | 4,862.33 | 5,038.07 | 5,227.00 | 5,415.93 | 5,619.03 | 5,822.12 | 6,040.45 | 6,258.78 | 6,493.49 | 6,728.19 | 6,980.50 | 7,232.81 | 5 |
| 2% | 4,136.56 | 4,291.68 | 4,446.80 | 4,613.56 | 4,780.31 | 4,959.57 | 5,138.84 | 5,331.54 | 5,524.25 | 5,731.41 | 5,938.57 | 6,161.26 | 6,383.96 | 6,623.36 | 6,862.76 | 7,120.11 | 7,377.46 | 6 |
| 2% | 4,219.29 | 4,377.51 | 4,535.74 | 4,705.83 | 4,875.92 | 5,058.77 | 5,241.61 | 5,438.17 | 5,634.73 | 5,846.04 | 6,057.34 | 6,284.49 | 6,511.64 | 6,755.83 | 7,000.01 | 7,262.51 | 7,525.01 | 7 |
| 1% | 4,261.48 | 4,421.29 | 4,581.10 | 4,752.89 | 4,924.68 | 5,109.35 | 5,294.03 | 5,492.55 | 5,691.08 | 5,904.50 | 6,117.91 | 6,347.33 | 6,576.76 | 6,823.38 | 7,070.01 | 7,335.14 | 7,600.26 | 8 |
| 1% | 4,304.10 | 4,465.50 | 4,626.91 | 4,800.42 | 4,973.92 | 5,160.45 | 5,346.97 | 5,547.48 | 5,747.99 | 5,963.54 | 6,179.09 | 6,410.81 | 6,642.52 | 6,891.62 | 7,140.71 | 7,408.49 | 7,676.27 | 9 |
| 1% | 4,347.14 | 4,510.16 | 4,673.18 | 4,848.42 | 5,023.66 | 5,212.05 | 5,400.44 | 5,602.96 | 5,805.47 | 6,023.18 | 6,240.88 | 6,474.91 | 6,708.95 | 6,960.53 | 7,212.12 | 7,482.57 | 7,753.03 | 10 |
| 1% | 4,390.61 | 4,555.26 | 4,719.91 | 4,896.90 | 5,073.90 | 5,264.17 | 5,454.44 | 5,658.98 | 5,863.53 | 6,083.41 | 6,303.29 | 6,539.66 | 6,776.04 | 7,030.14 | 7,284.24 | 7,557.40 | 7,830.56 | 11 |
| 1% | 4,434.52 | 4,600.81 | 4,767.11 | 4,945.87 | 5,124.64 | 5,316.81 | 5,508.99 | 5,715.57 | 5,922.16 | 6,144.24 | 6,366.32 | 6,605.06 | 6,843.80 | 7,100.44 | 7,357.08 | 7,632.97 | 7,908.86 | 12 |
| 1% | 4,478.86 | 4,646.78 | 4,814.78 | 4,995.33 | 5,175.89 | 5,369.98 | 5,564.08 | 5,772.73 | 5,981.38 | 6,205.68 | 6,429.92 | 6,671.11 | 6,912.24 | 7,171.44 | 7,430.65 | 7,709.30 | 7,987.95 | 13 |
| 1% | 4,523.65 | 4,693.29 | 4,862.93 | 5,045.29 | 5,227.64 | 5,423.68 | 5,619.72 | 5,830.46 | 6,041.20 | 6,267.74 | 6,494.29 | 6,737.82 | 6,981.36 | 7,243.16 | 7,504.96 | 7,786.40 | 8,067.83 | 14 |
| 1% | 4,568.89 | 4,740.22 | 4,911.55 | 5,095.74 | 5,279.92 | 5,477.92 | 5,675.92 | 5,888.76 | 6,101.61 | 6,330.42 | 6,559.23 | 6,805.20 | 7,051.17 | 7,315.59 | 7,580.01 | 7,864.26 | 8,148.51 | 15 |
| 1% | 4,614.58 | 4,787.62 | 4,960.67 | 5,146.70 | 5,332.72 | 5,532.70 | 5,732.67 | 5,947.65 | 6,162.62 | 6,393.72 | 6,624.82 | 6,873.25 | 7,121.68 | 7,388.75 | 7,655.81 | 7,942.90 | 8,230.00 | 16 |
| 1% | 4,660.72 | 4,835.50 | 5,010.28 | 5,198.16 | 5,386.05 | 5,588.02 | 5,790.00 | 6,007.13 | 6,224.25 | 6,457.66 | 6,691.07 | 6,941.99 | 7,192.90 | 7,462.63 | 7,732.37 | 8,022.33 | 8,312.30 | 17 |
| 1% | 4,707.33 | 4,883.85 | 5,060.38 | 5,250.14 | 5,439.91 | 5,643.90 | 5,847.90 | 6,067.20 | 6,286.49 | 6,522.24 | 6,757.98 | 7,011.41 | 7,264.83 | 7,537.26 | 7,809.69 | 8,102.55 | 8,395.42 | 18 |
| 1% | 4,754.40 | 4,932.69 | 5,110.98 | 5,302.65 | 5,494.31 | 5,700.34 | 5,906.38 | 6,127.87 | 6,349.36 | 6,587.46 | 6,825.56 | 7,081.52 | 7,337.48 | 7,612.63 | 7,887.79 | 8,183.58 | 8,479.37 | 19 |
| 1% | 4,801.95 | 4,982.02 | 5,162.09 | 5,355.67 | 5,549.25 | 5,757.35 | 5,965.44 | 6,189.15 | 6,412.85 | 6,653.33 | 6,893.82 | 7,152.33 | 7,410.85 | 7,688.76 | 7,966.67 | 8,265.42 | 8,564.17 | 20 |
| 1% | 4,849.97 | 5,031.84 | 5,213.71 | 5,409.23 | 5,604.74 | 5,814.92 | 6,025.10 | 6,251.04 | 6,476.98 | 6,719.87 | 6,962.75 | 7,223.86 | 7,484.96 | 7,765.65 | 8,046.33 | 8,348.07 | 8,649.81 | 21 |
| 1% | 4,898.47 | 5,082.16 | 5,265.85 | 5,463.32 | 5,660.79 | 5,873.07 | 6,085.35 | 6,313.55 | 6,541.75 | 6,787.07 | 7,032.38 | 7,296.10 | 7,559.81 | 7,843.30 | 8,126.80 | 8,431.55 | 8,736.31 | 22 |
| 1% | 4,947.45 | 5,132.98 | 5,318.51 | 5,517.95 | 5,717.40 | 5,931.80 | 6,146.20 | 6,376.69 | 6,607.17 | 6,854.94 | 7,102.71 | 7,369.06 | 7,635.41 | 7,921.74 | 8,208.06 | 8,515.87 | 8,823.67 | 23 |
| 1% | 4,996.93 | 5,184.31 | 5,371.69 | 5,573.13 | 5,774.57 | 5,991.12 | 6,207.66 | 6,440.45 | 6,673.24 | 6,923.49 | 7,173.73 | 7,442.75 | 7,711.76 | 8,000.95 | 8,290.14 | 8,601.03 | 8,911.91 | 24 |
| 1% | 5,046.89 | 5,236.15 | 5,425.41 | 5,628.86 | 5,832.32 | 6,051.03 | 6,269.74 | 6,504.86 | 6,739.97 | 6,992.72 | 7,245.47 | 7,517.18 | 7,800.96 | 8,080.96 | 8,373.05 | 8,687.04 | 9,001.02 | 25 |
| 1% | 5,097.36 | 5,288.51 | 5,479.67 | 5,685.15 | 5,890.64 | 6,111.54 | 6,332.44 | 6,569.91 | 6,807.37 | 7,062.65 | 7,317.92 | 7,592.35 | 7,866.77 | 8,161.77 | 8,456.78 | 8,773.91 | 9,091.04 | 26 |
| 1% | 5,148.34 | 5,341.40 | 5,534.46 | 5,742.00 | 5,949.55 | 6,172.66 | 6,395.76 | 6,635.60 | 6,875.45 | 7,133.27 | 7,391.10 | 7,668.27 | 7,945.44 | 8,243.39 | 8,541.34 | 8,861.65 | 9,181.95 | 27 |
| 1% | 5,199.82 | 5,394.81 | 5,589.81 | 5,799.43 | 6,009.04 | 6,234.38 | 6,459.72 | 6,701.96 | 6,944.20 | 7,204.61 | 7,465.02 | 7,744.95 | 8,024.89 | 8,325.82 | 8,626.76 | 8,950.26 | 9,273.76 | 28 |
| 1% | 5,251.82 | 5,448.76 | 5,645.71 | 5,857.42 | 6,069.13 | 6,296.73 | 6,524.32 | 6,768.98 | 7,013.64 | 7,276.65 | 7,539.67 | 7,822.40 | 8,105.14 | 8,409.08 | 8,713.03 | 9,039.76 | 9,366.50 | 29 |
| 1% | 5,304.34 | 5,503.25 | 5,702.16 | 5,915.99 | 6,129.82 | 6,359.69 | 6,589.56 | 6,836.67 | 7,083.78 | 7,349.42 | 7,615.06 | 7,900.63 | 8,186.19 | 8,493.17 | 8,800.16 | 9,130.16 | 9,460.17 | 30 |
| 1% | 5,357.38 | 5,558.28 | 5,759.18 | 5,975.15 | 6,191.12 | 6,423.29 | 6,655.46 | 6,905.04 | 7,154.62 | 7,422.91 | 7,691.21 | 7,979.63 | 8,268.05 | 8,578.11 | 8,888.16 | 9,221.46 | 9,554.77 | 31 |
| 1% | 5,410.95 | 5,613.87 | 5,816.78 | 6,034.90 | 6,253.03 | 6,487.52 | 6,722.01 | 6,974.09 | 7,226.16 | 7,497.14 | 7,768.12 | 8,059.43 | 8,350.73 | 8,663.89 | 8,977.04 | 9,313.68 | 9,650.32 | 32 |
| 1% | 5,465.06 | 5,670.00 | 5,874.94 | 6,095.25 | 6,315.56 | 6,552.40 | 6,789.23 | 7,043.83 | 7,298.42 | 7,572.11 | 7,845.81 | 8,140.02 | 8,434.24 | 8,750.53 | 9,066.81 | 9,406.81 | 9,746.82 | 33 |
| 1% | 5,519.71 | 5,726.70 | 5,933.69 | 6,156.21 | 6,378.72 | 6,617.92 | 6,857.12 | 7,114.27 | 7,371.41 | 7,647.84 | 7,924.26 | 8,221.42 | 8,518.58 | 8,838.03 | 9,157.48 | 9,500.88 | 9,844.29 | 34 |
| 1% | 5,574.91 | 5,783.97 | 5,993.03 | 6,217.77 | 6,442.51 | 6,684.10 | 6,925.70 | 7,185.41 | 7,445.12 | 7,724.31 | 8,003.51 | 8,303.64 | 8,603.77 | 8,926.41 | 9,249.05 | 9,595.89 | 9,942.73 | 35 |
| 1% | 5,630.66 | 5,841.81 | 6,052.96 | 6,279.95 | 6,506.93 | 6,750.94 | 6,994.95 | 7,257.26 | 7,519.57 | 7,801.56 | 8,083.54 | 8,386.67 | 8,689.81 | 9,015.68 | 9,341.54 | 9,691.85 | 10,042.16 | 36 |

טבלה מעודכנת החל מיום 1.9.2022

נספח ב' 7'

תוספת אופק 2022 למורים קיימים בדרגת 'בלתי מוסמך' (קוד דירוג 106)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|-------|-------|------|------|
| | 471.46 | 434.29 | 397.12 | 359.95 | 322.79 | 285.62 | 248.45 | 211.28 | 174.11 | 136.94 | 99.77 | 77.47 | 55.17 | 32.87 | 10.57 | 5.28 | 0.00 |

מעודכן החל מיום 1.9.2022

נספח ג' 7'

תוספת אופק 2022 למורים קיימים בדרגת 'בלתי מוסמך' (קוד דירוג 106)

| דרגה | 1 | 1.5 | 2 | 2.5 | 3 | 3.5 | 4 | 4.5 | 5 | 5.5 | 6 | 6.5 | 7 | 7.5 | 8 | 8.5 | 9 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|-------|------|
| | 942.92 | 868.58 | 794.25 | 719.91 | 645.57 | 571.23 | 496.90 | 422.56 | 348.22 | 273.88 | 199.55 | 154.94 | 110.34 | 65.74 | 21.14 | 10.57 | 0.00 |

מעודכן החל מיום 1.9.2023

נספח א' 8

| מנהלי חט"ב אקדמאים בבית ספר שש שנתי | | | | | | | רמת מורכבות |
|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| ד | +ג | ג | +ב | ב | +א | א | |
| 19,966.24 | 19,330.68 | 18,695.12 | 18,109.06 | 17,523.00 | 16,985.32 | 16,447.64 | 1 |
| 20,572.42 | 19,928.24 | 19,284.06 | 18,690.07 | 18,096.09 | 17,551.12 | 17,006.15 | 2 |
| 21,144.32 | 20,492.90 | 19,841.47 | 19,240.83 | 18,640.18 | 18,089.09 | 17,538.00 | 3 |
| 21,723.42 | 21,064.46 | 20,405.51 | 19,797.93 | 19,190.36 | 18,632.90 | 18,075.44 | 4 |
| 22,285.67 | 21,619.86 | 20,954.05 | 20,340.17 | 19,726.29 | 19,163.04 | 18,599.78 | 5 |
| 22,828.69 | 22,156.80 | 21,484.91 | 20,865.44 | 20,245.97 | 19,677.57 | 19,109.18 | 6 |
| 23,324.35 | 22,648.28 | 21,972.22 | 21,348.91 | 20,725.60 | 20,153.67 | 19,581.75 | 7 |
| 23,822.08 | 23,141.76 | 22,461.44 | 21,834.21 | 21,206.99 | 20,631.46 | 20,055.93 | 8 |

| מנהלים אקדמאים | | | | | | | רמת מורכבות |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| ד | +ג | ג | +ב | ב | +א | א | |
| 21,039.33 | 20,370.32 | 19,701.31 | 19,084.40 | 18,467.50 | 17,901.52 | 17,335.55 | 1 |
| 21,677.42 | 20,999.34 | 20,321.25 | 19,696.00 | 19,070.75 | 18,497.10 | 17,923.45 | 2 |
| 22,279.42 | 21,593.71 | 20,908.00 | 20,275.74 | 19,643.48 | 19,063.38 | 18,483.28 | 3 |
| 22,888.99 | 22,195.36 | 21,501.72 | 20,862.17 | 20,222.62 | 19,635.82 | 19,049.02 | 4 |
| 23,480.83 | 22,779.98 | 22,079.13 | 21,432.94 | 20,786.76 | 20,193.86 | 19,600.96 | 5 |
| 24,052.43 | 23,345.18 | 22,637.93 | 21,985.86 | 21,333.78 | 20,735.47 | 20,137.16 | 6 |
| 24,574.18 | 23,862.53 | 23,150.89 | 22,494.77 | 21,838.66 | 21,236.63 | 20,634.60 | 7 |
| 25,098.11 | 24,381.98 | 23,665.85 | 23,005.62 | 22,345.38 | 21,739.56 | 21,133.74 | 8 |

| סגני מנהלים | | | | | | | רמת מורכבות |
|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| ד | +ג | ג | +ב | ב | +א | א | |
| | | | | | | | 1 |
| 17,119.94 | 16,583.00 | 16,046.06 | 15,550.95 | 15,055.83 | 14,601.59 | 14,147.35 | 2 |
| 17,589.60 | 17,052.66 | 16,515.73 | 16,020.61 | 15,525.50 | 15,071.26 | 14,617.01 | 3 |
| 18,059.26 | 17,522.33 | 16,985.39 | 16,490.28 | 15,995.16 | 15,540.92 | 15,086.68 | 4 |
| 18,528.93 | 17,991.99 | 17,455.05 | 16,959.94 | 16,464.83 | 16,010.58 | 15,556.34 | 5 |
| 18,998.59 | 18,461.66 | 17,924.72 | 17,429.60 | 16,934.49 | 16,480.25 | 16,026.00 | 6 |
| 19,468.26 | 18,931.32 | 18,394.38 | 17,899.27 | 17,404.15 | 16,949.91 | 16,495.67 | 7 |
| 19,937.92 | 19,400.98 | 18,864.05 | 18,368.93 | 17,873.82 | 17,419.58 | 16,965.33 | 8 |

טבלאות מעודכנות החל מיום 1.9.2022

נספח א' 9

| מנהלי חט"ב אקדמאים בבית ספר שש שנתי | | | | | | | רמת מורכבות |
|-------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| ד | +ג | ג | +ב | ב | +א | א | |
| 20,906.68 | 20,289.18 | 19,671.68 | 19,101.68 | 18,531.68 | 18,009.18 | 17,486.68 | 1 |
| 21,429.18 | 20,811.68 | 20,194.18 | 19,624.18 | 19,054.18 | 18,531.68 | 18,009.18 | 2 |
| 21,951.68 | 21,334.18 | 20,716.68 | 20,146.68 | 19,576.68 | 19,054.18 | 18,531.68 | 3 |
| 22,474.18 | 21,856.68 | 21,239.18 | 20,669.18 | 20,099.18 | 19,576.68 | 19,054.18 | 4 |
| 22,996.68 | 22,379.18 | 21,761.68 | 21,191.68 | 20,621.68 | 20,099.18 | 19,576.68 | 5 |
| 23,519.18 | 22,901.68 | 22,284.18 | 21,714.18 | 21,144.18 | 20,621.68 | 20,099.18 | 6 |
| 24,041.68 | 23,424.18 | 22,806.68 | 22,236.68 | 21,666.68 | 21,144.18 | 20,621.68 | 7 |
| 24,564.18 | 23,946.68 | 23,329.18 | 22,759.18 | 22,189.18 | 21,666.68 | 21,144.18 | 8 |

| מנהלים אקדמאים | | | | | | | רמת מורכבות |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| ד | +ג | ג | +ב | ב | +א | א | |
| 22,036.68 | 21,386.68 | 20,736.68 | 20,136.68 | 19,536.68 | 18,986.68 | 18,436.68 | 1 |
| 22,586.68 | 21,936.68 | 21,286.68 | 20,686.68 | 20,086.68 | 19,536.68 | 18,986.68 | 2 |
| 23,136.68 | 22,486.68 | 21,836.68 | 21,236.68 | 20,636.68 | 20,086.68 | 19,536.68 | 3 |
| 23,686.68 | 23,036.68 | 22,386.68 | 21,786.68 | 21,186.68 | 20,636.68 | 20,086.68 | 4 |
| 24,236.68 | 23,586.68 | 22,936.68 | 22,336.68 | 21,736.68 | 21,186.68 | 20,636.68 | 5 |
| 24,786.68 | 24,136.68 | 23,486.68 | 22,886.68 | 22,286.68 | 21,736.68 | 21,186.68 | 6 |
| 25,336.68 | 24,686.68 | 24,036.68 | 23,436.68 | 22,836.68 | 22,286.68 | 21,736.68 | 7 |
| 25,886.68 | 25,236.68 | 24,586.68 | 23,986.68 | 23,386.68 | 22,836.68 | 22,286.68 | 8 |

| סגני מנהלים | | | | | | | רמת מורכבות |
|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-------------|
| ד | +ג | ג | +ב | ב | +א | א | |
| | | | | | | | 1 |
| 17,956.68 | 17,436.68 | 16,916.68 | 16,436.68 | 15,956.68 | 15,516.68 | 15,076.68 | 2 |
| 18,396.68 | 17,876.68 | 17,356.68 | 16,876.68 | 16,396.68 | 15,956.68 | 15,516.68 | 3 |
| 18,836.68 | 18,316.68 | 17,796.68 | 17,316.68 | 16,836.68 | 16,396.68 | 15,956.68 | 4 |
| 19,276.68 | 18,756.68 | 18,236.68 | 17,756.68 | 17,276.68 | 16,836.68 | 16,396.68 | 5 |
| 19,716.68 | 19,196.68 | 18,676.68 | 18,196.68 | 17,716.68 | 17,276.68 | 16,836.68 | 6 |
| 20,156.68 | 19,636.68 | 19,116.68 | 18,636.68 | 18,156.68 | 17,716.68 | 17,276.68 | 7 |
| 20,596.68 | 20,076.68 | 19,556.68 | 19,076.68 | 18,596.68 | 18,156.68 | 17,716.68 | 8 |

טבלאות מעודכנות החל מיום 1.9.2023