

No	PANGKA/JABAT./UNSUR PENILAIAN	JUMLAH SEMESTER										
		1	2	3	4	5	6	7	8	9	10	11
<b>I Guru Pratama Tk.I s.d Guru Muda Tk.I</b>												
1.	Menyusun Program	0.833	1.666	2.499	3.332	4.165	4.998	5.831	6.664	7.497	8.330	9.163
2.	Menyajikan Program	1.245	2.490	3.735	4.980	6.225	7.470	8.715	9.960	11.205	12.450	13.695
3.	Melaks.Evaluasi Belj/Prak	0.420	0.840	1.260	1.680	2.100	2.520	2.940	3.360	3.780	4.200	4.620
4.	Analisis belj/Prak	0.278	0.556	0.834	1.112	1.390	1.668	1.946	2.224	2.502	2.780	3.058
5.	Perbaikan Pengayaan	0.278	0.556	0.834	1.112	1.390	1.668	1.946	2.224	2.502	2.780	3.058
6.	Melaks. BP (khusus Gr. Kls)	0.225	0.450	0.675	0.900	1.125	1.350	1.575	1.800	2.025	2.250	2.475
7.	Ekstra	0.225	0.450	0.675	0.900	1.125	1.350	1.575	1.800	2.025	2.250	2.475
<b>II Guru Madya s.d Guru Madya Tk. I</b>												
1.	Menyusun Program	2.085	4.170	6.255	8.340	10.425	12.510	14.595	16.680	18.765	20.850	22.935
2.	Menyajikan Program	3.120	6.240	9.360	12.480	15.600	18.720	21.840	24.960	28.080	31.200	34.320
3.	Melaks.Evaluasi Belj/Prak	1.043	2.086	3.129	4.172	5.215	6.258	7.301	8.344	9.387	10.430	11.473
4.	Analisis belj/Prak	0.690	1.380	2.070	2.760	3.450	4.140	4.830	5.520	6.210	6.900	7.590
5.	Perbaikan Pengayaan	0.690	1.380	2.070	2.760	3.450	4.140	4.830	5.520	6.210	6.900	7.590
6.	Melaks. BP (khusus Gr. Kls)	0.570	1.140	1.710	2.280	2.850	3.420	3.990	4.560	5.130	5.700	6.270
7.	Ekstra	0.570	1.140	1.710	2.280	2.850	3.420	3.990	4.560	5.130	5.700	6.270
<b>III Guru Dewasa s.d Guru Dewasa Tk. I</b>												
1.	Menyusun Program	4.163	8.326	12.489	16.652	20.815	24.978	29.141	33.304	37.467	41.630	45.793
2.	Menyajikan Program	6.248	12.496	18.744	24.992	31.240	37.488	43.736	49.984	56.232	62.480	68.728
3.	Melaks.Evaluasi Belj/Prak	2.085	4.170	6.255	8.340	10.425	12.510	14.595	16.680	18.765	20.850	22.935
4.	Analisis belj/Prak	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
5.	Perbaikan Pengayaan	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
6.	Melaks. BP (khusus Gr. Kls)	1.140	2.280	3.420	4.560	5.700	6.840	7.980	9.120	10.260	11.400	12.540
7.	Ekstra	1.140	2.280	3.420	4.560	5.700	6.840	7.980	9.120	10.260	11.400	12.540
8.	Membimbing guru	0.638	1.276	1.914	2.552	3.190	3.828	4.466	5.104	5.742	6.380	7.018
<b>IV Guru Pembina s.d Guru Utama</b>												
1.	Menyusun Program	4.163	8.326	12.489	16.652	20.815	24.978	29.141	33.304	37.467	41.630	45.793
2.	Menyajikan Program	6.248	12.496	18.744	24.992	31.240	37.488	43.736	49.984	56.232	62.480	68.728
3.	Melaks.Evaluasi Belj/Prak	2.085	4.170	6.255	8.340	10.425	12.510	14.595	16.680	18.765	20.850	22.935
4.	Analisis belj/Prak	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
5.	Perbaikan Pengayaan	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
6.	Melaks. BP (khusus Gr. Kls)	1.140	2.280	3.420	4.560	5.700	6.840	7.980	9.120	10.260	11.400	12.540
7.	Ekstra	1.140	2.280	3.420	4.560	5.700	6.840	7.980	9.120	10.260	11.400	12.540
8.	Membimbing guru	1.275	2.550	3.825	5.100	6.375	7.650	8.925	10.200	11.475	12.750	14.025
<b>Guru BK/BP</b>												
<b>V Guru Muda s.d Guru Muda Tk. I</b>												
1.	Menyusun Prog. Bimb	0.495	0.990	1.485	1.980	2.475	2.970	3.465	3.960	4.455	4.950	5.445
2.	Melaks. Prog. Bimb	1.500	3.000	4.500	6.000	7.500	9.000	10.500	12.000	13.500	15.000	16.500
3.	Melaks. Evaluasi Bimb.	0.503	1.006	1.509	2.012	2.515	3.018	3.521	4.024	4.527	5.030	5.533
4.	Melaks. Analisis Bimb.	0.278	0.556	0.834	1.112	1.390	1.668	1.946	2.224	2.502	2.780	3.058
5.	Melaks. Tindak Lanjut Bimb.	0.278	0.556	0.834	1.112	1.390	1.668	1.946	2.224	2.502	2.780	3.058
6.	Melaks. Bimb. Ekstra siswa	0.225	0.450	0.675	0.900	1.125	1.350	1.575	1.800	2.025	2.250	2.475
<b>VI Guru Madya s.d Guru Madya Tk. I</b>												
1.	Menyusun Prog. Bimb	1.245	2.490	3.735	4.980	6.225	7.470	8.715	9.960	11.205	12.450	13.695
2.	Melaks. Prog. Bimb	3.758	7.516	11.274	15.032	18.790	22.548	26.306	30.064	33.822	37.580	41.338
3.	Melaks. Evaluasi Bimb.	1.245	2.490	3.735	4.980	6.225	7.470	8.715	9.960	11.205	12.450	13.695
4.	Melaks. Analisis Bimb.	0.690	1.380	2.070	2.760	3.450	4.140	4.830	5.520	6.210	6.900	7.590
5.	Melaks. Tindak Lanjut Bimb.	0.690	1.380	2.070	2.760	3.450	4.140	4.830	5.520	6.210	6.900	7.590
6.	Melaks. Bimb. Ekstra siswa	0.570	1.140	1.710	2.280	2.850	3.420	3.990	4.560	5.130	5.700	6.270
<b>VII Guru Dewasa s.d Guru Dewasa Tk. I</b>												
1.	Menyusun Prog. Bimb	2.498	4.996	7.494	9.992	12.490	14.988	17.486	19.984	22.482	24.980	27.478
2.	Melaks. Prog. Bimb	7.500	15.000	22.500	30.000	37.500	45.000	52.500	60.000	67.500	75.000	82.500
3.	Melaks. Evaluasi Bimb.	2.498	4.996	7.494	9.992	12.490	14.988	17.486	19.984	22.482	24.980	27.478
4.	Melaks. Analisis Bimb.	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
5.	Melaks. Tindak Lanjut Bimb.	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
6.	Melaks. Bimb. Ekstra siswa	1.140	2.280	3.420	4.560	5.700	6.840	7.980	9.120	10.260	11.400	12.540
7.	Melaks. Bimb. Pada Guru	0.638	1.276	1.914	2.552	3.190	3.828	4.466	5.104	5.742	6.380	7.018
<b>VIII Guru Pembina s.d Guru Utama</b>												
1.	Menyusun Prog. Bimb	2.498	4.996	7.494	9.992	12.490	14.988	17.486	19.984	22.482	24.980	27.478
2.	Melaks. Prog. Bimb	7.500	15.000	22.500	30.000	37.500	45.000	52.500	60.000	67.500	75.000	82.500
3.	Melaks. Evaluasi Bimb.	2.498	4.996	7.494	9.992	12.490	14.988	17.486	19.984	22.482	24.980	27.478
4.	Melaks. Analisis Bimb.	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
5.	Melaks. Tindak Lanjut Bimb.	1.388	2.776	4.164	5.552	6.940	8.328	9.716	11.104	12.492	13.880	15.268
6.	Melaks. Bimb. Ekstra siswa	1.140	2.280	3.420	4.560	5.700	6.840	7.980	9.120	10.260	11.400	12.540
7.	Melaks. Bimb. Pada Guru	1.275	2.550	3.825	5.100	6.375	7.650	8.925	10.200	11.475	12.750	14.025