**PROPOSED**

**MEMORANDUM OF AGREEMENT ENTERED INTO BETWEEN THE MINISTRY OF EDUCATION AND THE GUYANA TEACHERS’ UNION (GTU) CONCERNING TERMS AND CONDITIONS OF EMPLOYMENT FOR TEACHERS/TEACHER EDUCATORS FOR THE YEARS 2016-2020.**

1. **SALARY ISSUE:**
	1. An across-the-board increase in salary of FORTY PERCENT (40%) for 2016, FORTY FIVE PERCENT (45%) in 2017, FIFTY PERCENT (50%) in 2018, FIFTY PERCENT (50%) in 2019 and FIFTY PERCENT (50%) in 2020 be granted to **all categories** of teachers\teacher educators for the years 2016-2020. (Should there be inflation higher than the percentage agreed upon, then the teachers/ teacher educators must get the benefit of the difference).
	2. Teachers continue to be placed in scales which will reflect the debunching agreement.
	3. An additional performance based incentive of three percent (3%) per annum, of the total **Teachers’ Wage Bill**, will be paid to eligible teachers during the period of this Multi-year Agreement, with effect from January, 01, 2016.
	4. The payment of “de-bunching”, be retroactive to 2011 when it was first agreed. (See working documents attached).
	5. All Teachers/ teacher educators be granted a monthly Emotional Allowance of $5,000.00.
	6. All Headmasters/ Mistresses and Principals/Vice Principals and in the case of Deputy Headmaster/ Mistresses and Deputy Principals acting as the Head of a school/institution be granted a maintenance allowance of $7,000.00 monthly for their vehicles (cars, motor cycles and boats).
	7. That all teachers/teacher educations who are owners of motor vehicles when they are invited to meetings by the Ministry of Education and/or are travelling for the conduct of Teaching Practice organized by the Cyril Potter College of Education be granted mileage.
	8. That all teachers/teacher educators be granted double salary in the month of December.
2. **NON SALARY ISSUES**

2.1. Increased monthly remuneration for teachers/teacher educators who have improved their qualifications as follows:

* Certificate in Education - $ 7,000.00
* Diploma in Education - $ 10,000.00
* Masters Degree - $ 25,000.00
* Doctoral Degree - $ 35,000.00
* Management Certificate - $ 6,000.00

2.2. All teachers/teacher educators will be provided with an annual Clothing Allowance of TWENTY FIVE thousand dollars ($25,000.00) with effect from January 1, 2016.

2.3. That Headmasters/ mistresses, Principals and those staff who are living on the premises

of schools/institutions with dormitories (e.g.) (President’s College, Aurora Secondary,

Anna Regina Multilateral, St. Ignatius Secondary, North West Secondary, Santa Rosa Secondary, Port Kaituma Secondary, Charity Secondary, Paramaktoi Secondary , Annai Secondary) and CPCE , be given a monthly Responsibility Allowance equivalent to five (5) and three (3) increments, respectively.

2.4. That Whitley Council Leave Allowances be paid to teachers, at the end of the month

prior to the month in which they will become eligible.

2.5. That whitely council leave be granted every (3) three years and on the time of **first appointment**.

2.6 That an Annual leave of one (1) month be given to all principals and other member of staff of Technical Trade/ Craft Institutions who are called upon to perform continuous teaching/ training duties during the students' vacation period.

1. **Duty Free Concession**

3.1. That annually, for the life of this agreement, **two hundred (200) DUTY-FREE**

**Concessions** for Motor Vehicles up to 2700cc and ATV Mountain Bikes

will be granted to Headmasters/ Mistresses and Principals of Grades “A” and “B”Schools (Nursery, Primary and Secondary) and Principals, deputy Principals/ Vice Principals, Technical Institute and teachers’ Training College), immediately upon appointment.

3.1.1 That Headmasters/ Mistresses of Grade “C”, “D” and “E” Schools, Deputies of (Nursery, Primary and Secondary, Technical Institute) Schools and Senior Lecturers C.P.C.E/ Technical/ Craft Institutions after (3) three years of their appointment be Granted the said concession.

3.1.2 That Senior Masters/Mistresses and Heads of Department of all schools and Lecturers of C.P.C.E/Technical/Craft Institutions after (6) six years in the same position, after their appointments, be granted the said concessions. These persons must be **financial members** of the Guyana Teachers’ Union for a period of not less than three (3) years. These persons must have at least (3) years remaining upon eligibility.

3.2. That one (1), Motor Vehicle be given, duty free, to the Union Biennially.

3.2.1 That all Central Executive Officers of the Union be granted (1) one duty free vehicle

2700 cc, upon their election to such a position.

**4. Scholarship**

4.1. Fifty (50) Scholarships per year, tenable at the University of Guyana, will be granted from the academic year 2016 to teachers. They will be sponsored by the Government of Guyana and **must be** members of the Guyana Teachers’ Union. The Guyana Teachers’ Union must select teachers for this scholarship.

**5. Hinterland Benefits**

5.1. Teachers/teacher educators and members of their families (Spouse and children under 18 years), who have left their residence on the “Coastland” to serve in the Interior and Hinterland areas, be granted one (1) return airfare or a mode of transportation of the teacher’s choice, depending on their location, and or health status at the end of each school term. Teachers who belong to and are living in the Interior and Hinterland/ Riverin areas will be given a once per year return fare to the Coastland or any other Interior/Hinterland area.

5.2. That there be Station and Hardling Allowances of `ten thousand dollars ($10,000.00) each.

5.3 That teachers/teacher educators who serve the Hinterland / Riverin Areas be given two years to serve their contract time and in the case of University be given FIVE (5) points for promotion having served four years.

**6. Other Welfare Matters**

6.1. That all appointments, disciplinary and promotional responsibilities of Senior and Junior

teaching Staff/lecturers be returned to the Teaching Service

Commission rather than being undertaken by School Boards Secretariat.

6.2. The ratio of students to teacher is agreed as:

Nursery 15:1

Primary 20:1- Grade’s 1 & 2

Primary 25:1- Grade’s 3-6

Secondary 25:1.

Practical Instructional Centres 15:1

6.3. That the Ministry of Education continues to contributing annually to the Housing Revolving Fund for the duration of this agreement. This fund should be jointly administered by the Ministry of Education and the Guyana Teachers’ Union. Beneficiaries must be members of the Guyana Teachers’ Union.

6.4. That all Central Executive Officers be released to perform Union duties every Wednesday

and from time to time.

6.5. That the President and General Secretary be release with pay on a fully time basis to

serve the membership of GTU.

6.6. That all general council Representatives be released from time to time to attend teachers’

matters.

6.7 That an extra Unit (teacher) be placed at schools where Executive members of the Union

are attached.

**7. Meetings**

7.1. That the Ministry of Education and Guyana Teachers’ Union meet at least once per month

for Professional Development session at a time agreed. These meetings can be called

either by MOE or GTU.

7.2. That Branches on the Coastland be given one session per month to hold meetings while

 Hinterland teachers affected by geographical variances are given one day per term.

**8. Houses**

8.1 That teachers/teacher educators be given at least 50 houses in every developed Housing

Scheme.

**Signed by:** ………………………………………..

 **Mark Lyte**

 **President GTU**

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**Coretta Mc Donald**

 **General Secretary GTU**