HEADS OF AGREEMENT

Concluded Between

THE GOVERNMENT OF JAMAICA

And the

JAMAICA TEACHERS ASSOCIATION (JTA)

On behalf of

TEACHERS IN THE GOVERNMENT SERVICE

IRU/ MOFP
October 6, 2006

1. PERIOD OF AGREEMENT
   April 1, 2006 to March 31, 2008

2. UNFINISHED ITEMS

   i. Career Path in tertiary level Education

      The Ministry of Education and Youth is developing a strategic direction for Tertiary Level Institutions with a view to establish a Tertiary Commission at which the matter of career path is also to be addressed.

   ii. Parity

      Deductions in respect of accommodation are being made in accordance with the Income Tax Act.

3. SALARIES AND ALLOWANCE

   i. Anomalies arising from salary adjustments

      The attached schedule shows the salaries proposed

   ii. Salaries

      Implementation of salaries as per the attached schedule with effect from April 1, 2006 and April 1, 2007.

   iii. Shift Allowance for Principals

      A major feature of the transformation of the education system is the abolition of the shift system in schools. Government will not be able to increase the payment of the allowance from the existing rates, that is Principals covering two (2) shifts receive 20% of the minimum salary of the relevant scale.

   iv. Special Responsibility Allowance for Vice Principals

      The appropriate salary scales already reflect the responsibilities
v. Full Upkeep/Commuted Travel

Government will explore the feasibility of this request and there after proceed with the necessary implementation.

vi. Transportation Allowance teachers with posts of special responsibility

The transportation Allowance of $39,568 per annum payable to teachers with posts of special Responsibilities to be increased to $46,690 per annum with effect from April 1, 2006 and to $50,000 per annum with effect from April 1, 2007. As previously agreed this allowance is subject to normal statutory deductions.

4. COMPENSATION FOR GRADUATE DEGREES

Payments of increment(s) for obtaining the following qualification(s).

(a) Master Degree – An increase from two increments to three increments.

(b) Doctorate and increase from one increment to two increments.

(c) The above would also be applicable to Principals of Primary Schools when they obtain a Master Degree and a Doctorate.

The above is effective September 1, 2006 and payable in the respective salary scales. For the six (6) point salary scales the allowance is paid as the difference between third and fourth point. For eleven (11) point salary scales the allowance is paid as the difference between 6th and 7th point.

5. REWARDING EXCELLENCE FOR BEGINNING TEACHERS

Plans are being put in place to upgrade the entry in the teaching service to a first degree.

6. ALLOWANCES

6.01 Vocational Duty Allowance

An increase from $30,000 per annum to $36,000 per annum with effect from April 1, 2006 and a further increase for $39,000 per annum with effect from April 1, 2007

6.02 Protective Clothing

1. An increase from $5,800 per annum/$6,000 per annum to $7,800 per annum with effect from April 1, 2006 and a further increase to $8,400 per annum with effect from April 1, 2007. As was agreed the figures have been standardized.
2. **That this allowance be extended to Guidance Counselors in Primary Schools**

The nature of the duties of Guidance Counselors do not warrant such extension.

### 6.03 Remote, Inducement, Special Allowance

There exist a Remote/Special Allowance which is paid at the rate of 4 increments in the relevant scale. For Principals and Vice Principals the allowance is paid at the rate of four times the difference between the 3\textsuperscript{rd} and 4\textsuperscript{th} points of the relevant scale. This allowance increases consequentially on salary increases.

### 6.04 Housing Allowance

1. As a matter of Government’s policy, this allowance cannot be extended to other categories of teachers who are not now receiving this allowance.

2. The Ministry of Finance and Planning has agreed to approach the NHT in respect of the JTA’s proposal.

### 6.05 Book and software/Technological Allowance

The provision of and amount of Twenty One Thousand Dollars ($21,000) per annum with effect from April 1, 2006 and a further increase to Twenty Two Thousand Dollars $22,000 per annum with effect from April 1, 2007.

### 6.06 Post of Special Responsibility

Government is not able to accede to this request due to Financial constraints and other costly implications.

### 6.07 Traveling Allowance (Lecturers in Community College)

Teachers College have a supervisory responsibility as a result of which all Lecturers are granted traveling status. There are ten positions which are accorded traveling officer status in each Community College based on the responsibilities. Existing arrangement to continue.
7 MIMINUM STANDARD

The matter of minimum standard is being addressed in the implementation of the Recommendations of the Education Task Force Report.

8 CLASS SIZE

The matter of class size is being addressed in the implementation of the recommendation of the Education Task Force

9 SCHOOL NURSES

The Ministry of Education and Youth and the Ministry of Finance and Planning are to hold further discussions in respect of school nurses with a view to have them placed in Grades 4 and 5 Primary Schools.

10 GUIDANCE COUNSELLORS

1. The provision of at least one Guidance Counselor for a population of 650 and over (grade 3). This is subject to availability of trained Guidance Counselors.

2. Not Supported

11. Clerical Assistants and Administrative Staff

The Ministry of Education and Youth began recruiting, training and placing Heart/National Youth Service Workers to work as Clerical Assistants in Grade 1 and 2 Primary and All Age Schools. In the Schools with a student enrollment population of 350-500 and 250-349, when they qualify for Vice Principals as stipulated in the 2002-2004 Agreement. The HEART Trained/ National Youth Service Workers will be employed by the schools as Clerical Assistants upon the completion of their training.

12. SECONDMENT OF TRAINED TEACHERS TO BASIC SCHOOLS

i. Government is currently assigning trained teachers in some basic schools. These teachers are not appointed as Principals hence they are paid within their scales as trained teachers

ii. This item of claim is not supported
13. **POST OF SPECIAL RESPONSIBILITY IN GRADE 1 PRIMARY SCHOOLS.**

No change in the existing arrangement, that is, posts of special responsibility are based on student enrollment pupil/teachers ratio and are determined on the basis of one (1) such post to three (3) teachers provided the school is within approved teacher/pupil ratio.

14. **SIXTH FORM TEACHER**

Secondary schools do not have lecturer’s posts.

15. **MOTOR VEHICLE LOANS**

i. Government cannot entertain this item of claim at this time.

ii. Government cannot entertain this item of claim.

16. **TEACHERS OF PHYSICAL EDUCATION, MUSIC AND THE VISUAL AND PERFORMING ARTS AND INFORMATION TECHNOLOGY FOR PRIMARY SCHOOLS.**

The Ministry of Education and Youth has no objection to this request on the condition that schools operate within a stipulated staff/pupil ratio and as such may employ teachers within the areas of specialization providing that the programme has been approved by the Ministry.

17. **INSURANCE ON THE JOB**

If a teacher dies in the execution of duty, the Teacher’s beneficiaries are entitled to $4.5M. This is an increase of $0.5M.

The following are also payable where applicable;

A sum of $150,000 payable under the Government Administrative Services only (GEASO) Scheme in the event of dismemberment or disablement as well as an amount of up to US $100,000 payable for emergency illness while traveling overseas.

Under the pensions (Teachers) Act, a Disability Allowance is payable based on Pay at date of injury as follows:
– Slightly impaired 5/60 of pay at date of injury.
– Impaired 10/60 of pay at date injury.
– Materially impaired 15/60 if pay at date of injury
– Totally destroyed 20/60 of pay at date of injury or an amount when added to pensions payable does not exceed pay at date of retirement.

18. STUDY LOAN ($500M)

Consequent on the Prime Minister’s offer to the teachers of $500 M, Government has now put plans in place to make funds available to assist teachers for study purpose.

19. MATERNITY LEAVE

The existing arrangement in respect of maternity leave will continue to apply.

20. TUITION FOR CHILDREN OF TEACHERS

i. The Government will explore with the students’ Loan Bureau the JTA’s proposal regarding the parents’ income

ii. Children of teachers are to pay half of the 50% of the approved tuition fee concession now applicable.

21. RECLASSIFICATION OF TERTIARY LEVEL INSTITUTION

This should be examined for criteria to be determined in respect of the frequency of this exercise.

22. PENSION OF TEACHERS

i. This item of claim to be given consideration within the context of the pension reform.

ii. In order for spouses and orphans of deceased pensioners to qualify for a portion of the Pension, Teachers would have to contribute 4% of their salary to the scheme.
iii. The Ministry of Finance and Planning will look at the feasibility of the request that the non-taxable income of pensioners 70 years and over be increased to at least $500,000 per year.

iv. The request for retired Teachers with 331/3 years of service and more to be paid an annual Pension of not less than $300,000, will be raised with the Government’s Pensioners Association in discussion on issues of increases in pension and minimum pension.

23. PROFESSIONAL DEVELOPMENT OF TEACHERS

The provision of five (5M) million dollars for the Professional Development of Teachers. The Ministry of Educations and Youth will administer this programme in consultation with the JTA

24. Reclassification of Teachers positions (to be effective April 1, 2007) to bring teachers within 80% of the prevailing market (i.e.) Private Sector Rates).

The Government reiterates its commitment to conducting a study to bring teachers salaries within 80% of prevailing market rates (private sector rates). The terms of reference to be jointly developed and agreed on and then signed off by the Minister of Finance and Planning.

The parties have agreed that they will work towards an implementation date of April 1, 2007.

25. RIGHT TO RE-OPEN NEGOTIATIONS

Government policy to apply.

_________________________  ____________________________
Mr. Hopeton Henry       Dr. The Hon. Omar Davies
President                Minister of Finance and
J.T.A                     Planning
Dr Adolph Cameron
Secretary General
J.T.A

Hon. Maxine Henry-Wilson
Minister of Education and Youth

Hon. Fitz Jackson
Minister of State
Ministry of Finance and Planning

Mr. Colin Bullock
Financial Secretary

Mrs. Maria Jones
Permanent Secretary
Ministry of Education and Youth