



**THE ANTIGUA & BARBUDA UNION OF
TEACHERS
SALARY & CONDITIONS OF WORK
PROPOSAL 1998/99**

CONDITIONS OF WORK

In anticipating its major goal educators and planners of the OECS Reform Strategy stated, "The major goal of the OECS Education Reform Strategy is to improve the quality, flexibility and creativity of the Human Resource Base as the critical agent of development (material and moral) for the OECS States. The draft document which highlights the future direction of education within the OECS also points out that the Minister's of Education are mindful of the need to prepare citizens of the sub-region to face the challenges of the 90's and 21st century." In concluding the OECS governments including Antigua and Barbuda came to the consensus that "education is one of the major cornerstone of economic and social development." Effective education is the foundation of a nation.

The importance of quality education and its positive impact on economics, health, social behaviour and the overall enhancement of the entire human being has been underscored by a host of studies.

The UNESCO/ILO Recommendations Concerning the Status of Teachers, the Delors Report on Education for the 21st Century, the OECS Education Reform Strategy are united if their claim education is the single most important entity in the development of a Nation. These documents are also united in pointing out that the "teacher" is the most important agent in the development of quality education.

The Antigua and Barbuda Union of Teachers is mindful that if the goals of education are to be realized due regard must be given to the status of teachers, and the conditions under which they work. It is mindful the physical plant and the health and safety standards, which are practiced locally, must meet international labour standards. The policies which govern our teams and conditions of work must reflect equity, and the respect of human rights.

The Antigua and Barbuda Union of Teachers applauds that the government's effort in ensuring better conditions of work for teachers by implementing several of the recommendation of the UNESCO/ILO document. We now look towards further elevating of the status of teachers, which can also result in a highly motivated and productive teaching force.

The Antigua and Barbuda Union of Teachers hereby presents its proposals, as per conditions of work for the new contract 1998/99.

PROPOSED NEGOTIATIONS PACKAGE

LEAVES

- (1) CASUAL** Casual Leave may be granted on full pay to any teacher for short periods not exceeding three working days at a time or for not more than twelve working days in any one school year, on the ground of urgent private affairs.

(2) LEAVE OF ABSENCE FOR FULL TIME UNION DUTY

The employers shall grant leave of absence to a selected officer of the Antigua and Barbuda Union of Teachers, to engage full-time in the business of A&BUT without loss of seniority or tenure.

- (3) PATERNITY LEAVE**
- (a)** A male teacher who is, or is about to become the father of a newly born shall be granted leave with pay up to a maximum of ten (10) consecutive days during the period of the mother's maternity leave.
- (b)** Applications for Paternity Leave shall be forwarded by the officer concerned to the head of his department at least three (3) months before the proposed date of the leave.
- (c)** An officer may be granted Paternity Leave only once in each calendar year.

WORKING CONDITIONS

(I) HEALTH & SAFETY

- (1) The Ministry of Education shall ensure:
 - (a) that proper fire fighting, first aid and protection equipment are provided for schools and that proper safety precautions are taken for the protection of staff and students engaged in practical activities in workshops, laboratories and agricultural projects.
- (2) School Principals shall ensure:
 - (a) that fire fighting and safety equipment are regularly inspected and kept in an easily accessible area.

(II) TEACHERS' PERSONAL FILE

Personal files on individual teachers shall be kept in a secure place. A teacher shall be permitted to view his/her file upon request and by appointment. The viewing of the file will be made in the presence of a duly authorized officer of the Ministry of Education. All adverse reports, which are not substantiated, shall be removed from such files. Where adverse reports are substantiated, they shall remain on file for a period of no longer than 6 months.

(III) SCHOOL SECRETARIES

That school secretaries shall be provided to all schools with an enrollment of 350 and over, and to all other schools when it can be shown, with good reason, that a need does exist.

PROFESSIONAL RIGHTS

(I) PERFORMANCE APPRAISAL

- The performance appraisal instrument shall be one agreed upon by the Ministry of Education and the Union.
- The performance appraisal shall be made available to the teacher for inspection, comments and initialing as having been seen.
- The teacher is entitled to query, in writing, any of the assessment given in his/her annual staff report.
- A teacher is entitled to obtain and retain a copy of the Performance Appraisal Report.
- It is the employer's responsibility to make efforts to assist the teacher in improving his/her performance before any adverse report is made.
- No evidence other than that taken from latest evaluation shall be used against any teacher.

(II) ADMINISTRATION TRAINING

- The Ministry of Education shall provide training programmes in Administration on a continuous basis for Principals, Deputy Principals, Heads of Departments, and prospective candidates for these administrative positions.
- A&BUT shall be consulted on the planning and evaluation of such programmes and shall be consulted on the list of candidates.
- This training shall be considered for the purposes of promotion and up grading.

(III) A PROCEDURE FOR THE APPOINTMENT OF DEPUTY PRINCIPALS, PRINCIPALS AND MINISTERIAL POSITIONS.

- (a) The following procedures shall be adopted with a view to selecting a candidate for any of the above mentioned positions.
 - (i) Vacancies in the teaching profession shall be advertised.
 - (ii) Applicants shall complete the prescribed application form and shall forward such form with any necessary documents or other specified requirements to the Ministry of Education or specified channel.

- (iii) The Ministry shall submit to the Commission a list of all applicants together with details of their academic and professional qualifications, teaching and work experience and other particulars, and stating the name of the applicant whom they consider to be acceptable for appointment, so however, that they consider each of a number of applicants to be acceptable. The Ministry shall set out the names of the first two or three in order of preference.

(IV) TRANSFER OF PRINCIPALS

A transfer is defined as a change in work location within the same classification and shall be based upon established legitimate educational related needs of the system.

Request for transfer by all principals shall be made in writing to the Chief Education Officer.

Principals requesting transfer shall be advised of existing and anticipated vacancies for which they may indicate their preference for consideration.

When the transfer of a Principal is initiated by the Ministry, notification and the reason for such transfer will be given and the principal concerned will have the right to present his or her views of the transfer one calendar month of notification.

Under normal circumstances notification of transfers will be given in writing by the Ministry of Education at least one term in advance, except in emergency situation, where notice will be given as early as possible.

(V) INDUCTION TRAINING

A teacher upon induction shall undergo a period of training prior to taking up classroom duties.

(VI) DEPUTY PRINCIPALS

That "Deputy Principals" is created for each Secondary School and for each Primary School with an enrollment of 150 and over.

Deputy Principal	-	Secondary School	-	Grade 8
Deputy Principal	-	Primary School	-	(Graduate) Grade A9
Deputy Principal	-	Primary School	-	(Non-Graduate) Grade A14

(VII) SENIOR GRADUATE ASSISTANT

That provision is made to appoint Senior Graduate Teachers upon attainment of necessary qualification.

UP-GRADING OF PRINCIPALS

That there will be an up grading of Principals as referred to in Appendix I.

HEADS OF DEPARTMENT

Heads of Department shall be established for English, Mathematics, Science, Business Education, Social Sciences, Home Economics, Industrial Arts in all secondary schools, and for Language Arts, Mathematics, Social Studies and Sciences in all primary schools with an enrollment of 150 and above.

TRADE UNION RIGHTS

Copies of circulars - Copies of all circulars from the Ministry of Education shall be sent to A&BUT at the time of issue.

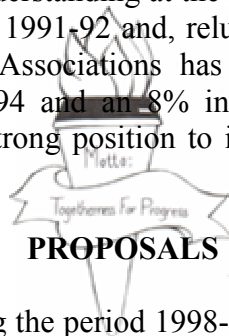


SALARY PACKAGE

The Antigua and Barbuda Union of Teachers remains mindful of the many sacrifices that its members made during the period 1994-98. In the face of a wage freeze and no contract agreement for the period 1995/97 the union calculated that the real income of its members fall by at least 25%. In direct contract the cost of living continued to increase as is reflected in the increased cost of basic household terms.

The Antigua and Barbuda Union of Teachers has always indicated that government has fiscal mechanism in place to effectively service its financial debt. In its 1994 preamble to its proposed salary increase A&BUT pointed to key areas where government could improve its financial effective (see document). The Eastern Caribbean Central Bank also made its recommendations geared towards enhancing the financial position of Antigua and Barbuda. In addition the government of Antigua and Barbuda implemented its own structural adjustment programme in 1995 with a view towards improving its financial sector. A&BUT supported the measures with a promise that at the end of the adjustment period better salaries would be realized.

The Union recalls its history of understanding at the negotiation table, having agreed to a ten percent increase in salaries for 1991-92 and, reluctantly consenting to a 5% increase in 1993, after all Civil Service Associations has accepted. We further considered acceptance of 6% increase in 1994 and an 8% in 1995. A&BUT now believe that government should now be in a strong position to improve socio-economic position of teachers.



Salary increases for teachers during the period 1998-99, must address the deflation of the teachers dollar and its resulting in a subsequent devalued status of the teacher. The increase in cost of living. A&BUT now presents its proposals for salary increase for the period 1998-99.

Salary increase of \$600 across the board over the two year period of the contract.

APPENDIX I

	PRESENT GRADE	PROPOSED GRADE
Principal I	A8	A7
Principal II	A10	A8

APPENDIX II

Proposed Percentage Increase for each category of teachers for 1998/99 respectively

GRADE	PRESENT SALARY PER ANNUM	MONTHLY SALARY	% INCREASE	PROPOSED INCREASE PER ANNUM	MONTHLY INCREASE
A8	41,544.00	3,462.00	8.5%	3,540.00	295.00
A8	39,396.00	3,283.00	9%	3,552.00	296.00
A9	38,292.00	3,191.00	9.5%	3,636.00	303.00
A10	37,212.00	3,101.00	9.5%	3,540.00	295.00
A13	34,320.00	2,860.00	10.5%	3,600.00	300.00
A18	33,744.00	2,812.00	11%	3,720.00	310.00
A22	32,064.00	2,672.00	13%	4,176.00	348.00
A28	26,676.00	2,223.00	14.5%	3,876.00	323.00
A36	22,584.00	1,882.00	18%	4,068.00	339.00
A47	17,736.00	1,478.00	18%	3,192.00	266.00