**Requests of GTU (on letter sent to PS dated 11th September 2023)**

| ***No.*** | **Ref. #** | **Categories (Specific request)** | **What has been done to date?** |
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| **SALARY ISSUES / REMUNERATION ISSUES** | | | |
|  | **1.1** | **Wage increase**   * 20% for 2019 for all categories of teachers * 25% for 2020 for all categories of teachers * 25% for 2021 for all categories of teachers * 25% for 2022 for all categories of teachers * 25% for 2023 for all categories of teachers   (Should there be an inflation higher than the percentage agreed upon, then the teachers must get the benefit of the difference). | * More than 8000 teachers had their salaries corrected with effect from September 2020 at a cost of $700 million. * Graduate teachers were paid at the highest level of their salary scale. * Teachers received a 7% increase in 2021. * Teachers received an 8% increase in 2022. * Teachers received a 6.5% increase in 2023. |
|  | **1.2** | **“De-bunching”**  Teachers continue to be placed in scales which will reflect the results of de-bunching exercise in keeping with the Memorandum of Agreement from 2011 to present. | All teachers with a degree have been placed to the maximum of their respective scale. As such, there is no need for ‘debunching’. |
|  | **1.3** | **Performance Incentive**  An additional performance-based incentive of two percent (2%) 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 1st January 2019. This incentive will be paid to teachers who score an ‘A’ or a ‘B’ in their annual appraisal. |  |
|  | **1.4** | **MONTHLY Emotional/Stress/Risk Allowance**  All teachers be granted a **monthly** Emotional/Stress/Risk Allowance of $5 000 |  |
|  | **1.5** | **ANNUAL materials allowance**  All teachers be granted an annual materials allowance of $100 000 inclusive of internet connection, devices, textbooks, e-books, tablets). |  |
|  | **1.6** | **Travelling allowance**  That all teachers who are owners of motor vehicles, boats and motorcycles be given $10 000 when they are invited to meetings or to meet with Education Officials at the Ministry of Education, to attend workshops, orientation sessions, travel for emergencies at schools, to uplift grants or paysheets, etc. |  |
|  | **1.7** | **Travelling allowance to conduct teaching practice**  That all teachers who will be performing duties and travel for the conduct of Teaching Practice organized by the Cyril Potter College of Education be given $10 000 monthly for such duties. | CPCE has paid all the travelling claims of its tutors who visit teachers to do Teaching Practice. $15,511,149 was paid in 2023 for tutors to travel to conduct teaching practice. |
|  | **1.8** | **MONTHLY travelling allowance for head teachers**  Head teachers/Principals be granted a fixed monthly allowance of $10,000 to conduct business on behalf of their institutions. | Head teachers are refunded their travelling when they travel to conduct school business. |
|  | **2.1** | **Payment for improved qualifications**  Increased monthly remuneration for teachers/teacher educators who have improved their qualifications as follows:   * Management/Education Leaders Certificate to $7 000 * Special Needs Teachers to $10 000 * Post-graduate diploma in Education to $10 000 * Advance Graduate diploma to $15 000 * Master’s degree to $25 000 * Doctoral degree to $35 000 | * Bachelor’s degree = $10 000 * Master’s degree = $20 000 * Doctoral degree = $30 000 * Post-graduate Diploma in Education = $6 000 * SEND teachers currently get $10 000 per month |
| **NON-SALARY ISSUES** | | | |
|  | **2.2** | **Clothing allowance**  All teachers will be provided with an annual clothing allowance of $30 000 with effect from 1st January 2019. | Clothing allowance is paid at a rate of $8,000 |
|  | **2.3** | **Whitley Council leave allowance (Date of payment)**  That Whitley Council Leave Allowances will continue to be paid to teachers in the month of JUNE of the year they become eligible. | The Ministry of Finance has agreed in principle that Whitley Council allowance can be paid 3 times per year to avoid teachers being left off the list. |
|  | **2.4** | **Whitley Council leave (Frequency)**  That Whitely Council Leave be granted once every (3) three years and on the teacher's time of first appointment except for those appointed in August. Provisions should be made for those teachers appointed in August to take their leave in June or September. |  |
|  | **2.5** | **Annual leave for staff of post-secondary institutions**  That an annual leave of one (1) month continue to be given to all principals and other members of staff of Technical Trade/ Craft Institutions who are required to perform continuous teaching/training duties during the students' vacation period. | This was granted and is being done. |
| **DUTY-FREE CONCESSION** | | | |
|  | **3.1** | That DUTY-FREE concessions for motor vehicles up to 2000cc, All-Terrain Vehicles (ATV) and outboard engines up to 100 HP be granted to head teachers and principals of Grades "A" and "B" Schools (Nursery, Primary and Secondary) as well as the principals, deputy principals/vice principals, of the Technical Institutes and Teachers' Training College), immediately upon their appointments as such with three (3) years remaining before retirement age. | * 100 duty-free concessions are currently given to teachers every year. * In addition, ALL senior teachers are granted duty-free concession if:  1. They had never gotten one before and are, 2. Within 3 years of retirement |
|  | **3.1.1** | That head teachers of Grades "C", "D" and "E" Schools, and deputies of (Primary and Secondary Schools, Technical Institutes) and Senior Lecturers of CPCE/ Technical/ Craft Institutions after two (2) years from their time of appointment be granted the said concessions with two (2) years remaining before retirement age. | * 100 duty-free concessions are currently given to teachers every year. * In addition, ALL senior teachers are granted duty-free concession if:  1. They had never gotten one before and are, 2. Within 3 years of retirement |
|  | **3.1.2** | That Senior Masters/Mistresses and Heads of Department of all schools and Lecturers/lnstructors of CPCE/Technical/Craft Institutions after four (4) years in the same position, after their appointments, be granted the said concessions. All Mentioned from 3.1 to 3.1.2 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 three (3) years remaining before retirement age. | * 100 duty-free concessions are currently given to teachers every year. * In addition, ALL senior teachers are granted duty-free concession if:  1. They had never gotten one before and are, 2. Within 3 years of retirement |
|  | **3.2** | That one Motor Vehicle be given, duty-free triennially to the Union. |  |
|  | **3.2.1** | That all Central Executive Officers of the Union be granted (1) one duty-free vehicle up to 2000cc every three (3) years, upon their election to such a position. | All central officers are teachers and as such should not be treated any differently from the rest of the teachers. |
| **SCHOLARSHIPS** | | | |
|  | **4.1** | Sixty (60) scholarships per year (forty for education programmes and twenty for special programmes), tenable at the University of Guyana, will be granted from the academic year 2021 to Trained Teachers. They will be sponsored by the Government of Guyana but must be financial members of the Guyana Teachers' Union for a PERIOD NO LESS THAN THREE (3) YEARS. The Guyana Teachers' Union must select teachers for this scholarship. The 60 scholarships will be divided into disciplines agreed by the two parties. | * 50 scholarships are given to teachers every year to attend UG. * More than 3800 teachers have been granted scholarships through GOAL (almost 30% of all teachers). |
| **HINTERLAND BENEFITS** | | | |
|  | **5.1** | The existing policy for hinterland and riverain 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/Riverain areas, be granted one (l) 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/Riverain areas will also be given a once per term return fare if they serve in another area. | * This was granted and is being done. |
|  | **5.2** | **Station and ‘hardlying’ allowance**  That there be Station and Hardlying Allowances of 'ten thousand dollars ($10 000) respectively. | The RAI has been increased to $20 000 per month. The Ministry of Finance has agreed to pay the RAI monthly. Additionally, hinterland teachers continue to receive the station and hardlying allowances. |
|  | **5.3** | That teachers who serve in the Interior and Hinterland / Riverain Areas be given two (2) years instead of (5) years to serve their CPCE contracts and in the case of University Graduates that they be given THREE (3) points for promotional purposes having served four (4) consecutive years in the hinterland. | Effective 2023, no CPCE teacher was made to sign a contract. GTU and MOE have to meet to decide on the promotion criteria for the next cycle of promotion. |
| **CONDITIONS FOR REEMPLOYMENT** | | | |
|  | **6.1** | The rehired teacher/educator should retain the salary scale he/she retired at but employed only as a classroom teacher (TAM). |  |
|  | **6.2** | The Guyana Teachers’ Union should at all times give consent to the reemployment of a retired teacher. | This was granted and is being done. GTU has to sign-off before a retired teacher is rehired. |
| **WELFARE MATTERS** | | | |
|  | **7.1** | That all senior appointments, disciplinary and promotional responsibilities of senior and junior teaching Staff/Lecturers /Administrators/Instructors be returned to the Teaching Service Commission rather than being undertaken by School Boards Secretariat. | The President’s College Act (Act 11 of 1990) mandates that schools be managed by Boards which is coordinated by the School Boards Secretariat. To discontinue this arrangement would be to go contrary to the President’s College Act. |
|  | **7.2** | The agreed ratio of students to teacher in the previous MOA be fully implemented in all schools:   * Nursery = 15:1 * Primary (Grades 1 and 2) = 20:1 * Primary (Grades 3 – 6) = 25:1 * Secondary = 25:1 * PIC/D = 15:1 * SEND = 6:1 | This has been granted and is being done. Circular 7 was issued to address staffing. If a class has more students than the desired ratio then 2 teachers are attached to the class. Continuous recruitment of teachers is being done to ensure that the ratio is met. |
|  | **7.3** | **Housing Fund**  That the committee set up by the MoE and GTU finalize its work within 3 months of this agreement. This fund should be jointly administered by the MoE and the GTU. Beneficiaries must be financial members of the GTU. | Together and separately, the MoE and the GTU approached almost all financial institution in Guyana to operationalize this facility. All refused because there was no profit to be made since the interest rate would be negligible. The GTU proposed that the MoE take on this responsibility. The MoE could not because it is not a registered financial institution. There is $200 million in a bank account awaiting an idea of how it could be dispersed to the teachers. GTU has been unable to provide a mechanism. |
|  | **7.4** | That all Central Executive Officers of the Union continue to be released to perform Union duties on Wednesdays and from time to time as the need arises with the knowledge of both parties: GTU and Departments of Education. | This was granted and is being done. |
|  | **7.5** | That the President and General Secretary be released administratively, with pay, on a full-time basis to serve the membership of GTU. | This was granted and is being done. |
|  | **7.6** | That all General Council Representatives be released from time to time to attend to teachers' matters within their respective branches with the knowledge of both parties. | This was granted and is being done. |
|  | **7.7** | That an extra unit (teacher) be placed at schools where Central Executive Members of the Union are on full time release. | A circular was issued to this effect. |
|  | **7.8** | That substitute teachers be employed in every Education District to serve as relief to schools where teachers have proceeded on maternity, Whitley Council and other long leave. | This has been done through Circular 7 by allowing schools to have floating teachers. |
| **REVISION TO SALARY SCALE** | | | |
|  | **8.1** | The Guyana Teachers' Union proposes that the present salary scale for teachers be revised to reflect the following:   * Separate scales for Trained Graduate HOD and Graduate HOD * Scale for Sixth Form DHM |  |
|  | **8.2** | Withdrawal of 2016 circular which has affected the salary of teachers entering the teaching profession from that year. | MoF’s circular issued on the 12th September 2023 allows for all teachers to be paid on the current year salary rather than previous year salary. |
| **MEETINGS** | | | |
|  | **9.1** | The Professional Management Committee comprising officers of the GTU and MOE statutorily meet monthly to address issues pertaining to teachers’ welfare and other professional matters. | This was granted and is being done. In fact, the President of GTU sits on the Education Systems Committee where all education policies are formulated and ratified. |
|  | **9.2** | That Branches on the Coastland be given one afternoon session per month to hold their Branch meetings, while Interior/Hinterland/Riverain teachers affected by geographical variances be given one day per term for the said purpose. | This was granted and is being done. |
| **GRATUITY** | | | |
|  | **10.1** | Teachers having served for 11 consecutive years are afforded 1/3 of their gratuity for the years of service offered to the nation. |  |
| **MARKING OF SBA** | | | |
|  | **11.1** | That teachers/educators be paid $500 for supervising and marking of each SBA. |  |
| **GRANTS** | | | |
|  | **12.1** | That schools in every Education District be given Grants to purchase learning materials and other supplies it deems necessary. Grants should be disbursed according to School Grades. | This was done across the country and will happen again in February 2024. |
|  | **12.2** | That Grants be made available to school during the Pre-Term week of every school term. | The remaining 2 terms of the current school year will be disbursed in February 2024. |
| **HOUSES** | | | |
|  | **13.1** | That Teachers/Teacher Educators be given at least Fifty (50) house lot in every developed Housing Scheme throughout the Regions and Georgetown. |  |
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