

MEMORANDUM OF AGREEMENT

between the

CHIEF PERSONNEL OFFICER

and the

**TRINIDAD AND TOBAGO
UNIFIED TEACHERS'
ASSOCIATION**

for the period
October 01 2008 to September 30, 2011

THE EDUCATION ACT CHAPTER 39:01
(Under Section 68)

MEMORANDUM OF AGREEMENT

between

THE CHIEF PERSONNEL OFFICER

Party No. 1

and

**THE TRINIDAD AND TOBAGO
UNIFIED TEACHERS' ASSOCIATION**

Party No. 2

Following consultation and negotiation, the Parties agree that the under-mentioned terms and conditions of employment shall apply with effect from the dates specified to all full-time monthly-paid members of the Teaching Service represented by the Trinidad and Tobago Unified Teachers' Association (T&TUTA):-

1. SALARY

(a) The Cost of Living Allowance (COLA) of \$125 per month payable as at September 30, 2008 shall be consolidated with basic salary applicable at that date.

(b) **With effect from October 1, 2008 to September 30, 2009**

The consolidated salaries at (a) above plus twenty percent (20%) of the difference between such salaries and the targeted quantum of market salaries agreed upon by the Parties.

(c) **With effect from October 1, 2009 to September 30, 2010**

The consolidated salaries at (a) above plus sixty percent (60%) of the difference between such salaries and the targeted quantum of market salaries agreed upon by the Parties; and

(d) **With effect from October 1, 2010 to September 30, 2011**

Salaries representing the targeted quantum of market salaries agreed upon by the Parties.

The resultant salaries are as set out in the Appendix to this Agreement.

2. COST OF LIVING ALLOWANCE (COLA)

A new COLA at the following rates shall be paid for the period October 1, 2008 to September 30, 2011:-

- (i) with effect from October 1, 2008 to September 30, 2010 \$125 per month
- (ii) with effect from October 1, 2010 to September 30, 2011 \$145 per month

3. COMMUTED TRAVELLING ALLOWANCE

With effect from October 1, 2008, a revised rate of Commuted Travelling Allowance of \$600.00 per month shall be paid to all Principals, Vice Principals and Senior Teachers.

4. PERIOD OF AGREEMENT

The terms of this Agreement cover the period October 1, 2008 to September 30, 2011.

5. OUTSTANDING ISSUES 2008-2011

The Parties agree that discussions will commence on the other terms and conditions of service submitted by the Association in its proposals dated March 25, 2010, in the context of the current period 2011 – 2014.

**CHIEF PERSONNEL OFFICER
ON BEHALF OF THE MINISTER
OF FINANCE AND THE ECONOMY**

**FOR AND ON BEHALF OF THE
TRINIDAD AND TOBAGO UNIFIED
TEACHERS' ASSOCIATION**

Stephanie Jones
.....
Michael Joseph
.....
Judy Bailey - Roach
.....
Neil Barry
.....
Carl Evelyn
.....
Dr. D. J. ...
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Houston ...
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Peter ...
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Dated this 21st day of December, 2012

TEACHING SERVICE
CLASSIFICATION AND COMPENSATION PLAN
FOR THE PERIOD OCTOBER 1, 2008 TO SEPTEMBER 30, 2011

GRADE	PERIOD	SALARY SCALE								LONGEVITY				
		Minimum \$	A \$	B \$	C \$	D \$	E \$	F \$	G \$	1ST \$	2ND \$	3RD \$	4TH \$	5TH \$
Grade 1	Existing as at - 30/09/08	5,192	5,364	5,537	5,709	5,883	6,055	6,228	6,400					
	\$125 COLA Consolidated	5,317	5,489	5,662	5,834	6,008	6,180	6,353	6,525					
	01/10/08 - 30/09/09	5,396	5,571	5,748	5,923	6,101	6,276	6,452	6,628					
	01/10/09 - 30/09/10	5,553	5,736	5,919	6,101	6,286	6,468	6,651	6,833					
	01/10/10 - 30/09/11	5,711	5,900	6,090	6,279	6,471	6,660	6,850	7,039					
Grade 2	Existing as at - 30/09/08	6,253	6,439	6,625	6,811	6,997	7,184	7,369	7,556					
	\$125 COLA Consolidated	6,378	6,564	6,750	6,936	7,122	7,309	7,494	7,681					
	01/10/08 - 30/09/09	6,478	6,668	6,857	7,047	7,237	7,428	7,616	7,807					
	01/10/09 - 30/09/10	6,678	6,875	7,072	7,269	7,466	7,665	7,861	8,059					
	01/10/10 - 30/09/11	6,878	7,082	7,287	7,491	7,696	7,902	8,105	8,311					
Grade 3	Existing as at - 30/09/08	7,843	8,123	8,403	8,683	8,963	9,244	9,524	9,804	10,084	10,364	10,644	10,924	11,204
	\$125 COLA Consolidated	7,968	8,248	8,528	8,808	9,088	9,369	9,649	9,929	10,209	10,489	10,769	11,049	11,329
	01/10/08 - 30/09/09	8,100	8,385	8,671	8,956	9,242	9,529	9,814	10,100	10,385	10,671	10,957	11,242	11,528
	01/10/09 - 30/09/10	8,363	8,660	8,956	9,253	9,550	9,848	10,145	10,441	10,738	11,035	11,332	11,629	11,925
	01/10/10 - 30/09/11	8,627	8,934	9,242	9,550	9,858	10,167	10,475	10,783	11,091	11,399	11,707	12,015	12,323
Grade 4	Existing as at - 30/09/08	9,787	10,080	10,373	10,666	10,959	11,252	11,545	11,838	12,131	12,424	12,717	13,010	13,303
	\$125 COLA Consolidated	9,912	10,205	10,498	10,791	11,084	11,377	11,670	11,963	12,256	12,549	12,842	13,135	13,428
	01/10/08 - 30/09/09	10,088	10,381	10,680	10,979	11,278	11,577	11,876	12,175	12,473	12,772	13,071	13,370	13,669
	01/10/09 - 30/09/10	10,424	10,734	11,045	11,355	11,666	11,976	12,287	12,598	12,908	13,219	13,529	13,840	14,150
	01/10/10 - 30/09/11	10,765	11,087	11,409	11,732	12,054	12,376	12,698	13,021	13,343	13,666	13,987	14,310	14,632

TEACHING SERVICE
CLASSIFICATION AND COMPENSATION PLAN
FOR THE PERIOD OCTOBER 1, 2008 TO SEPTEMBER 30, 2011

GRADE	PERIOD	SALARY SCALE								LONGEVITY				
		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD	4TH	5TH
		\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Grade 5	Existing as at - 30/09/08	11,144	11,517	11,891	12,265	12,639	13,012	13,386	13,760					
	\$125 COLA Consolidated	11,269	11,642	12,016	12,390	12,764	13,137	13,511	13,885					
	01/10/08 - 30/09/09	11,457	11,847	12,229	12,610	12,992	13,372	13,753	14,135					
	01/10/09 - 30/09/10	11,662	12,058	12,454	12,850	13,247	13,642	14,038	14,435					
	01/10/10 - 30/09/11	12,257	12,668	13,079	13,490	13,902	14,312	14,723	15,135					
Grade 6	Existing as at - 30/09/08	12,307	12,676	13,045	13,414	13,783	14,152	14,521	14,890					
	\$125 COLA Consolidated	12,432	12,801	13,170	13,539	13,908	14,277	14,646	15,015					
	01/10/08 - 30/09/09	12,658	13,029	13,406	13,782	14,158	14,535	14,911	15,288					
	01/10/09 - 30/09/10	13,094	13,486	13,877	14,268	14,659	15,050	15,442	15,833					
	01/10/10 - 30/09/11	13,536	13,942	14,348	14,754	15,160	15,566	15,972	16,378					
Grade 7	Existing as at - 30/09/08	13,431	13,798	14,164	14,531	14,899	15,266	15,632	15,999					
	\$125 COLA Consolidated	13,556	13,923	14,289	14,656	15,024	15,391	15,757	16,124					
	01/10/08 - 30/09/09	13,799	14,174	14,547	14,921	15,297	15,671	16,044	16,419					
	01/10/09 - 30/09/10	14,286	14,675	15,063	15,452	15,842	16,231	16,619	17,008					
	01/10/10 - 30/09/11	14,773	15,176	15,579	15,983	16,387	16,791	17,194	17,597					
Grade 8	Existing as at - 30/09/08	14,750	15,123	15,495	15,868	16,241	16,613	16,986	17,358					
	\$125 COLA Consolidated	14,875	15,248	15,620	15,993	16,366	16,738	17,111	17,483					
	01/10/08 - 30/09/09	15,145	15,525	15,905	16,285	16,665	17,045	17,425	17,805					
	01/10/09 - 30/09/10	15,634	16,080	16,474	16,869	17,264	17,659	18,054	18,448					
	01/10/10 - 30/09/11	16,224	16,634	17,043	17,453	17,863	18,273	18,683	19,092					

**TEACHING SERVICE
CLASSIFICATION AND COMPENSATION PLAN
FOR THE PERIOD OCTOBER 1, 2002 TO SEPTEMBER 30, 2005**

POST	PERIOD	SALARY SCALE								LONGEVITY				
		Minimum \$	A \$	B \$	C \$	D \$	E \$	F \$	G \$	1ST \$	2ND \$	3RD \$	4TH \$	5TH \$
Grade 5														
Dean (Secondary)	01.10.01 - 30.09.02	7,260	7,485	7,710	7,935	8,160	8,385	8,610	8,835					
Head of Department (Secondary)	01.10.02 - 30.09.03	7,393	7,620	7,848	8,075	8,302	8,529	8,757	8,984					
Senior Special Education Teacher	01.10.03 - 31.12.04	7,541	7,772	8,005	8,237	8,468	8,700	8,932	9,164					
Teacher Educator	01.01.05 - 30.09.05	9,406	9,715	10,023	10,332	10,640	10,949	11,257	11,566					
Vice Principal (Primary)														
Vice Principal (Special Education)														
Grade 6														
Head of Department (Technical Institute)	01.10.01 - 30.09.02	8,340	8,574	8,809	9,043	9,277	9,511	9,746	9,980					
	01.10.02 - 30.09.03	8,484	8,721	8,957	9,194	9,431	9,667	9,904	10,140					
	01.10.03 - 31.12.04	8,654	8,895	9,136	9,378	9,620	9,860	10,102	10,343					
	01.01.05 - 30.09.05	10,362	10,667	10,972	11,277	11,582	11,887	12,192	12,497					
Grade 7														
Head of Department (Technical Teacher Training)	01.10.01 - 30.09.02	9,421	9,664	9,908	10,151	10,395	10,638	10,882	11,125					
Principal (Primary)	01.10.02 - 30.09.03	9,576	9,822	10,068	10,313	10,559	10,805	11,051	11,297					
Principal (Special Education)	01.10.03 - 31.12.04	9,768	10,018	10,269	10,519	10,770	11,021	11,272	11,523					
Principal (Vocational Centre)	01.01.05 - 30.09.05	11,290	11,593	11,897	12,201	12,505	12,808	13,112	13,416					
Vice Principal (Secondary)														
Vice Principal (Technical Institute)														
Grade 8														
Principal (Secondary)	01.10.01 - 30.09.02	10,501	10,754	11,007	11,259	11,512	11,765	12,018	12,271					
Vice Principal (Teachers' College)	01.10.02 - 30.09.03	10,667	10,922	11,177	11,433	11,688	11,944	12,199	12,454					
	01.10.03 - 31.12.04	10,880	11,140	11,401	11,662	11,922	12,183	12,443	12,703					
	01.01.05 - 30.09.05	12,262	12,563	12,864	13,164	13,465	13,765	14,066	14,366					
Grade 9														
Principal (Teachers' College)	01.10.01 - 30.09.02	11,581	11,843	12,105	12,368	12,630	12,892	13,154	13,416					
Principal (Technical Institute)	01.10.02 - 30.09.03	11,757	12,022	12,287	12,552	12,816	13,081	13,346	13,611					
	01.10.03 - 31.12.04	11,992	12,262	12,533	12,803	13,072	13,343	13,613	13,883					
	01.01.05 - 30.09.05	13,560	13,872	14,184	14,495	14,807	15,119	15,430						