

MEMORANDUM OF AGREEMENT

between the

CHIEF PERSONNEL OFFICER

and the

TRINIDAD AND TOBAGO
UNIFIED TEACHERS' ASSOCIATION

for the period

October 01, 2011 to September 30, 2014

**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

- (i) The Cost of Living Allowance (COLA) of \$145 per month payable as at September 30, 2011 shall be consolidated with basic salary payable at that date.
- (ii) **With effect from October 1, 2011 to September 30, 2012**
The consolidated salaries at (i) above plus twenty percent (20%) of the difference between such salaries and the targeted quantum of market salaries agreed upon by the Parties.
- (iii) **With effect from October 1, 2012 to September 30, 2013**
The consolidated salaries at (i) above plus fifty percent (50%) of the difference between such salaries and the targeted quantum of market salaries agreed upon by the Parties; and
- (iv) **With effect from October 1, 2013 to September 30, 2014**
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, 2011 to September 30, 2014:-

- (a) October 1, 2011 to September 30, 2012 \$160 per month
- (b) October 1, 2012 to September 30, 2013 \$175 per month
- (c) October 1, 2013 to September 30, 2014 \$225 per month

3. ALLOWANCE FOR TEACHERS FROM TOBAGO ATTENDING TRAINING IN TRINIDAD

With effect from October 1, 2011, the undermentioned teachers attached to schools in Tobago who are required to attend teacher training in Trinidad shall be paid an allowance of \$1,000 per month to assist with meeting the cost of accommodation and travel during the period of training:

- (i) teachers pursuing the Bachelor of Education (B.Ed.) degree at the University of Trinidad and Tobago (UTT), Trinidad; and
- (ii) teachers pursuing the Diploma in Education at the University of the West Indies (UWI), St. Augustine.

4. PERIOD OF AGREEMENT

The terms of this Agreement cover the period October 1, 2011 to September 30, 2014.

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

Stephanie Lewis
.....
Willey
.....
D. Lewis
.....
W. Banta
.....
Ann Lyell
.....
Gail Evelyn
.....

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

[Signature]
.....
Synley S. Indrawi
.....
[Signature]
.....
[Signature]
.....
[Signature]
.....

Dated this 18th day of December, 2014

TEACHING SERVICE
CLASSIFICATION AND COMPENSATION PLAN
FOR THE PERIOD OCTOBER 1, 2011 TO SEPTEMBER 30, 2014

GRADE	PERIOD	SALARY SCALE										LONGEVITY				
		Minimum \$	A \$	B \$	C \$	D \$	E \$	F \$	G \$	1ST \$	2ND \$	3RD \$	4TH \$	5TH \$		
<u>Grade 1</u>	Existing as at - 30/09/11	5,711	5,900	6,090	6,279	6,471	6,660	6,850	7,039							
	\$145 COLA Consolidated	5,856	6,045	6,235	6,424	6,616	6,805	6,995	7,184							
	01/10/11 - 30/09/12	5,981	6,175	6,371	6,565	6,762	6,956	7,151	7,345							
	01/10/12 - 30/09/13	6,170	6,371	6,574	6,776	6,981	7,183	7,385	7,587							
	01/10/13 - 30/09/14	6,483	6,697	6,913	7,127	7,345	7,560	7,775	7,990							
<u>Grade 2</u>	Existing as at - 30/09/11	6,878	7,082	7,287	7,491	7,696	7,902	8,105	8,311							
	\$145 COLA Consolidated	7,023	7,227	7,432	7,636	7,841	8,047	8,250	8,456							
	01/10/11 - 30/09/12	7,180	7,389	7,600	7,809	8,020	8,231	8,440	8,652							
	01/10/12 - 30/09/13	7,415	7,633	7,852	8,070	8,289	8,508	8,725	8,945							
	01/10/13 - 30/09/14	7,807	8,039	8,271	8,503	8,736	8,969	9,200	9,434							
<u>Grade 3</u>	Existing as at - 30/09/11	8,627	8,934	9,242	9,550	9,858	10,167	10,475	10,783							
	\$145 COLA Consolidated	8,772	9,079	9,387	9,695	10,003	10,312	10,620	10,928							
	01/10/11 - 30/09/12	8,976	9,291	9,608	9,924	10,240	10,558	10,874	11,190							
	01/10/12 - 30/09/13	9,283	9,610	9,939	10,268	10,597	10,926	11,255	11,584							
	01/10/13 - 30/09/14	9,793	10,141	10,490	10,840	11,190	11,540	11,890	12,240							
<u>Grade 4</u>	Existing as at - 30/09/11	10,765	11,087	11,409	11,732	12,054	12,376	12,698	13,021							
	\$145 COLA Consolidated	10,910	11,232	11,554	11,877	12,199	12,521	12,843	13,166							
	01/10/11 - 30/09/12	11,172	11,503	11,833	12,165	12,496	12,826	13,157	13,489							
	01/10/12 - 30/09/13	11,565	11,909	12,252	12,597	12,941	13,285	13,628	13,973							
	01/10/13 - 30/09/14	12,219	12,585	12,950	13,317	13,682	14,048	14,413	14,780							

**TEACHING SERVICE
CLASSIFICATION AND COMPENSATION PLAN
FOR THE PERIOD OCTOBER 1, 2011 TO SEPTEMBER 30, 2014**

GRADE	PERIOD	SALARY SCALE										LONGEVITY				
		Minimum	A	B	C	D	E	F	G	1ST	2ND	3RD	4TH	5TH		
<u>Grade 5</u>	Existing as at - 30/09/11	12,257	12,668	13,079	13,490	13,902	14,312	14,723	15,135							
	\$145 COLA Consolidated	12,402	12,813	13,224	13,635	14,047	14,457	14,868	15,280							
	01/10/11 - 30/09/12	20%diff	12,704	13,126	13,548	13,970	14,394	14,815	15,237	15,660						
	01/10/12 - 30/09/13	50%diff	13,158	13,596	14,035	14,474	14,914	15,351	15,790	16,230						
	01/10/13 - 30/09/14		13,913	14,379	14,846	15,312	15,780	16,245	16,712	17,180						
<u>Grade 6</u>	Existing as at - 30/09/11	13,536	13,942	14,348	14,754	15,160	15,566	15,972	16,378							
	\$145 COLA Consolidated	13,681	14,087	14,493	14,899	15,305	15,711	16,117	16,523							
	01/10/11 - 30/09/12	20%diff	14,018	14,435	14,852	15,269	15,686	16,103	16,520	16,937						
	01/10/12 - 30/09/13	50%diff	14,523	14,956	15,390	15,823	16,257	16,690	17,124	17,557						
	01/10/13 - 30/09/14		15,365	15,825	16,286	16,747	17,208	17,669	18,130	18,591						
<u>Grade 7</u>	Existing as at - 30/09/11	14,773	15,176	15,579	15,983	16,387	16,791	17,194	17,597							
	\$145 COLA Consolidated	14,918	15,321	15,724	16,128	16,532	16,936	17,339	17,742							
	01/10/11 - 30/09/12	20%diff	15,288	15,702	16,116	16,531	16,946	17,361	17,775	18,188						
	01/10/12 - 30/09/13	50%diff	15,844	16,274	16,704	17,135	17,567	17,998	18,428	18,858						
	01/10/13 - 30/09/14		16,769	17,226	17,683	18,142	18,601	19,059	19,517	19,974						
<u>Grade 8</u>	Existing as at - 30/09/11	16,224	16,634	17,043	17,453	17,863	18,273	18,683	19,092							
	\$145 COLA Consolidated	16,369	16,779	17,188	17,598	18,008	18,418	18,828	19,237							
	01/10/11 - 30/09/12	20%diff	16,778	17,199	17,619	18,041	18,462	18,883	19,304	19,724						
	01/10/12 - 30/09/13	50%diff	17,393	17,830	18,267	18,705	19,142	19,580	20,018	20,454						
	01/10/13 - 30/09/14		18,416	18,881	19,345	19,811	20,276	20,741	21,207	21,671						