



Ministry of
Education, Training, Employment,
Youth, Sports & Culture

Terms of Reference for the Teachers Conditions of Service Task Force

Introduction

All stakeholders of the Education system were invited to contribute to the debate concerning issues in our education system as part of the National Education Conference 2005.

The overwhelming response to categories concerning personnel and Departmental issues related to teachers salaries and conditions of service. This was supported by reported evidence of salaries no longer being competitive with other countries, and the ever increasing cost of living especially since Hurricane Ivan. Additionally, salary scales have been frozen as have the incremental scale for progression of salaries for approximately five years. Teachers' salaries remained constant despite the rising cost of living during this time.

This is resulting in our inability to a) retain those teachers in the service and b) attract enough high quality applicants to allow a field of candidates to select the best from. Evidence shows that young Caymanian teachers are leaving the system to go into the private sector, and ex-patriate teachers, especially from countries such as the UK, cannot afford to remain in the system and are therefore leaving.

Many countries advertising in the international press for teachers have shown progression in salaries and benefits now not matched by the Cayman Islands.

Other concerns related to inconsistency in pay, responsibility points, lack of recognition/rewards for good performance, opportunities for professional development and lack of transparency in any processes that may or may not have been followed.

With all this evidence, the Hon. Alden McLaughlin, Minister for Education, Training, Employment, Youth Sports and Culture has requested that a Task Force be set up to review all aspects of conditions of service for teachers.

Focus of Task Force

The task force is asked to review:

Compensation and Benefits

- teachers' salaries and conditions of service
- Benefits for ex-patriate teachers and equity for Caymanian teachers
- International comparison of salary and benefits with other countries recruiting teachers (including comparison of cost of living)
- Use of points for responsibility
- Contracted Officers Supplement (COS) – reintroduction
- Introduction of personal days – teachers find it difficult to do personal things ie. Bank visits as schools are open full time and teachers, especially primary staff have little if any non-contact time.
- Equity and Parity - examples of inconsistency within the Government system show:
 - Deputy Principal earning more than the Principal in the same school, due to Deputy's length of time in service

- Principals of similarly small primary schools being on different grades within the salary scale
- Supply teachers are employed full time and paid for a whole year on a supply basis, (paid a daily rate for days worked which is a lot less than teachers' salary i.e. not paid for school and public holidays, also do not receive benefits ie. pension, medical etc).

Benefits currently include:

For Ex-pats: Flights to and from country of recruitment at start and end of service (not contract), air freight allowance, "settling in allowance" equivalent to 2-3 months salary, CINICO medical cover for teacher, spouse and dependants, optical, dental, pension

For Caymanians: "Settling in allowance" equivalent to 1 month's salary, CINCO medical cover for teacher, spouse and dependants, optical, dental, pension

Other points to consider may include: assistance with finding accommodation, support for education of their children in Government Schools, help in finding employment for spouse, return flights every two years for ex-pat teachers.

Professional Development

- Entitlement to professional training and development
- Sabbaticals – request from teachers for inclusion as a condition of service

Performance Management

- Role of Performance Management – introduction of performance related pay and rewards for i.e. outstanding appraisals, perfect attendance, no sick days etc.
- Assessment of the performance of teachers'
- Recognition and rewards for good performance

Recruitment and Selection

- Promotion Process – lack of systems or transparency