



**Addendum to the Employment Conditions Agreement Educational Staff 2021-2023 Saba concerning an allowance for education and development, employee participation facilities, and anniversary bonus notice.**

- On 10 March 2022, the Employment Conditions Agreement Educational Staff 2021-2023 Saba was signed between the Public Entity of Saba, the Sacred Heart School, the Saba Comprehensive School, and a representative of the staff delegation.
- Section 3 of this employment conditions agreement determined that the manner in which the funds made available for Caribbean Netherlands from the National Education Programme will be used are to be determined in the OOGO in 2022 and 2023.
- This addendum concerns the use of the funds spend on the labour market allowance in European Netherlands (EN).
- The Minister of Primary and Secondary Education has decided to use part of the labour market funds intended for CN for education and development that are or have become required because of corona.
- This addendum also captures the facilities for the participation council and its members. It will also be made easier for the employees to actually receive the bonus allowance.

Article 1 Education and development allowance.

1. All schools in the Caribbean Netherlands will be provided with an allowance for the education and development of educational staff that are or have become required because of corona for the academic years 2021-2022 and 2022-2023.
2. The competent authority will discuss the use of the education and development allowance with the employee participation council.
3. The competent authority will report on the use of the funds intended for the education and development allowance in the annual report.

Article 2 Participation council facilities

1. An annual total of 50 hours of the annual working hours standard of 1659 hours will be scheduled for the participation duties of an employee who is both a member of the participation council and the common participation council.
2. An annual total of 25 hours of the annual working hours standard of 1659 hours will be scheduled for the participation duties of an employee who is a member of one of these participation bodies.

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3. If the chairman of the (common) participation council is a staff member, an annual additional 25 hours of the annual working hours standard of 1659 hours will be scheduled on top of the hours set out in paragraph 1 or 2 of this article.
4. If the secretary of the participation council is a staff member, an annual additional 15 hours of the annual working hours standard of 1659 hours will be scheduled on top of the hours set out in paragraph 1 or 2 of this article.
5. No other duties can be instructed during the hours for which a staff member is scheduled to perform participation council duties.

#### Article 3 Training for participation council members.

1. Employees who are a member of the participation council and/or the common participation council are entitled to one day of training for participation council duties per year. This time will be scheduled as part of the annual working hours standard of 1659 hours.
2. Parents and students who are part of a participation council and/or a common participation council are entitled to the training referred to in (1).

#### Article 4 Employee participation costs

1. The competent authority will allow the participation council, the common participation council, a civil secretary, and a committee of a participation council or a common participation council to use the facilities of the competent authority they reasonably require for the performance of their duties.
2. The competent authority will make an arrangement for the reasonably necessary costs of the participation activities conducted by parents and staff in the participation council, including training costs.
- 3.a Besides the facilities set out in paragraphs 1 and 2, the competent authority will make funds available to the staff delegation of the participation council in accordance with the following diagram each academic year:

Number of students per school at the start of the academic year.	Amount to be made available by the competent authority.
0 to 270	USD 463
250 to 750	USD 772
750 to 1250	USD 1,081
1250 or more	USD 1,390

- 3.b Each academic year, the competent authority will make an amount of USD 772 available to staff delegation of the common participation council.

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Applicability

The agreements in this addendum govern all the staff of the schools, both educational and non-educational staff.

The Bottom, date *October 4<sup>th</sup> 2022*

**Public Entity of Saba**

Represented by,

**Bruce Zagers**

**Saba Comprehensive School:**

**Employer**

Represented by,

**Franklin Wilson**

**Employees**

Represented by,

**Anton Hermans**

**Delroy Sinclair**

**Sacred Heart School:**

**Employer**

Represented by,

**Jonathan Johnson**

**Employees**

Represented by,

**Orlando Mc Pherson**

**Alison Hassell**



## Notes

### Education and development allowance.

The National Education Programme for the academic years 2021-2022 and 2022-2023 contains a labour market allowance for employees at schools in European Netherlands with relatively many students with a risk of educational disadvantages.

No distinction between the schools can be made based on the disadvantage criterion for Caribbean Netherlands. For this reason, the Minister of Primary and Secondary Education has decided that the funds of this allowance will be made available for an education and development allowance for Caribbean Netherlands. This concerns the education and development of educational staff that have become required because of corona.

A total of approximately \$890,000 (€790,000) will be available for the schools in the Caribbean Netherlands for the academic years of 2021-2022 and 2022-2023. This budget will be distributed among the schools based on the number of students of the school on 1 October 2021. The amount per student is higher on the Windward Islands compared to Bonaire because of the supplements on the Windward Islands arising from the differences in wage and price levels. Schools on Bonaire will receive a total of approximately 175 dollars per student. Schools on Saba and Saint Eustatius will receive a total of approximately 205 dollars per student. The allowance is expected to change in October 2022.

The education and development allowance will be used by the employer in consultation with the participation council. For example, the allowance can be used for training educational assistants as teachers, a language programme, online education, or a study trip. The competent authority will report on the use of the education and development allowance in the annual report to ensure that it is clear for which goals the allowance was used.

### Employee participation

A limited form of employee participation was introduced in the Caribbean Netherlands as of 1 August 1<sup>st</sup>, 2014. This decision was made "because the school boards were given greater policy freedom because of the lump-sum funding<sup>1</sup>". This includes horizontal supervision with an important role for the participation council.

Employee participation must also contribute to "Increasing the involvement and commitment of staff, parents, and students, and can also make a positive contribution to improving the performance of the school and the quality of education<sup>2</sup>".

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<sup>1</sup> Bulletin of Acts, Orders and Decrees 2014,104.

<sup>2</sup> Bulletin of Acts, Orders and Decrees 2014,104.

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The members of the participation council require facilities to properly perform their duties. The addendum arranges that the staff members can carry out the duties of the participation council as part of the annual working standards of 1659 hours. The time spent on participation duties has been determined based on the example participation regulations discussed with all school boards in 2014 that are already being fully or partially used by a number of school boards.

Education in the field of employee participation is also important for its effectiveness. For this reason, Article 3 sets out that employees who are a member of the participation council are entitled to eight hours of training per year.

These eight hours will be scheduled as part of the annual working hours standard of 1659 hours and will be on top of the participation duties set out in Article 2. Training is defined as gaining knowledge and skills to be able to properly perform the participation duties. The costs of training will be borne by the employer.

The competent authority will give the participation council, the common participation council, a civil secretary, and a committee of the participation council the opportunity to make use of the facilities of the school. This includes meeting spaces, computer facilities, copy facilities, and the like. The competent authority will also make an arrangement for the costs incurred by the participation council or the common participation council. This scheme can be used to determine which costs are eligible for reimbursement and how expenses can be claimed and will be paid.

The employer will also make a budget for employee participation available to the staff delegation of the participation council and the staff delegation of the common participation council. The amount for the staff delegation of the participation council depends on the number of students per school at the start of the academic year. A fixed amount will be made available to the staff delegation of the common participation council, irrespective of the size of the school.

The amounts have been derived from the amounts set out in the CLA for the primary education sector 2021 for the staff delegations of the participation council and the staff delegation of the common participation council. The amounts apply for all education types because the employment condition schemes for Caribbean Netherlands do not make a distinction between primary education, secondary education, and Lower Vocational Education.

The lump sum already includes funds for facilities for employee participation since 2014. The schools in the Caribbean Netherlands receive - pro rata - the same funds for employee participation as the schools in European Netherlands. This is sufficient for the facilities of Articles 2, 3, and 4.

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