



## **Addendum to the Employment Conditions Agreement for Education Personnel 2021-2023 Saba regarding the resources from the Education Agreement**

- In March 2021, the Employment Conditions Agreement for Teaching Staff 2021-2023 was concluded between:
  - A. the Public Entity Bonaire and the competent authority of the schools on Bonaire as defined in Article 1 sub a and b BES Primary Education Act and Article paragraph 1.1. sub a, b or c Secondary Education Act 2020 and Article 1.1.1 of the BES Adult and Vocational Education Act and on behalf of the employees the Education Union Simabo and the trade union ABVO and;
  - B. the Public Entity of St. Eustatius and the competent authority of the schools on St. Eustatius as defined in Article 1 sub a and b BES Primary Education Act and Article paragraph 1.1. sub a, b or c Secondary Education Act 2020 and Article 1.1.1 of the BES Adult and Vocational Education Act and a representation of the teaching staff and;
  - C. the Public Entity of Saba and the competent authority of the schools on Saba as defined in Article 1 sub a and b BES Primary Education Act and Article paragraph 1.1. sub a, b or c Secondary Education Act 2020 and Article 1.1.1 of the BES Adult and Vocational Education Act and a representative of the teaching staff.
- Funds have become available from the Hermans motion <sup>1</sup>and the Education Agreement Together for the best education dated 22 April 2022 to close the salary gap between primary education and secondary education. In this addendum, these measures are translated to the Caribbean Netherlands in accordance with the comply or explain principle.
- Money has also become available from the education agreement for work pressure reduction and professionalization. This is elaborated in articles five and six of this addendum.
- A residual amount is available from the employment conditions space within the current employment conditions agreement. The use thereof in a structural salary increase is elaborated in article three of this addendum.

### Article 1 Scope

1. Unless stated otherwise, the agreements in this addendum apply to both teaching and non-teaching staff at both primary and secondary schools, including the senior secondary vocational education component.

### Article 2 Closing the salary gap

1. Funds are structurally made available to each competent authority as defined in Article 1 sub a and b BES Primary Education Act to close the wage gap between primary education and secondary education.
  
2. Teaching staff in primary education are classified in salary scales LB, LC and LD.

---

<sup>1</sup> Kamerstuk 35925, nr. 13.



3. Current teaching staff in primary education are placed in the same rung of the next highest salary scale.
4. Salary scale LA will be canceled as a result.
5. The new salary scale has retroactive effect up to and including 1 January 2022.

#### Article 3 Additional increase

1. Teaching and non-teaching staff in primary, secondary and vocational education will receive a structural salary increase of 1.3% retroactively up to and including 1 January 2022.
2. The expenditure of the funds referred to in Articles two and three of this addendum is accounted for by the competent authority in the annual report.

#### Article 4 Salary increase from the remaining terms and conditions of employment

1. The remaining amount from the scope of the terms of employment within the applicable terms of employment agreement will be used for a structural salary increase of 2.7% for both teaching and non-teaching personnel in primary, secondary and senior secondary vocational education.
2. This salary increase of 2.7% applies retroactively up to and including 1 January 2022.
3. The spending of the remaining amount from the scope for employment conditions within the valid employment conditions agreement is accounted for by the competent authority in the annual report.
4. A salary table has been added to this addendum in which the measures of articles two, three and four of this addendum have been incorporated.

#### Article 5 Work pressure equipment

1. To the competent authority of secondary schools as defined in article paragraph 1.1. Sub a, b or c of the Secondary Education Act 2020, including the MBO part, money has been made available on a structural basis for work pressure relief.
2. The competent authority consults with the Participation Council about the use of these funds and accounts for the use of these funds in the annual report.

#### Article 6 Professionalization resources

1. To the competent authority of the schools as referred to in Article 1 sub a and b BES Primary Education Act and Article paragraph 1.1. Sub a, b or c of the Secondary Education Act 2020, money is made available with the aim of maintaining the professionalism, knowledge and skills of teachers. The funds will be used to improve the professional skills of teachers.







These funds are also used to facilitate (inter)national exchanges with other schools. These exchanges should relate to improving the quality of basic skills education.

2. The budget for this is based on an average of 16 hours of professional development space per teacher per school year, based on the wage costs for 2021.
3. The competent authority consults with the Participation Council about the use of these funds and accounts for the use of these funds in the annual report.

#### Article 7 Date of entry into force

Unless stated otherwise in this addendum, the measures of this addendum come into effect at the time of signing this.

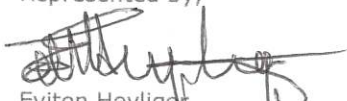
 S.C.   
 DAS 



The Bottom, June, 7, 2023

**Public Entity Saba**

Represented by,

  
Eviton Heyliger

**Saba Comprehensive School:**

Employer

Represented by,

  
Anton Hermans

  
Delroy Sinclair

Employees

Represented by,

  
Tracy Zagers- Johnson

**Sacred Heart School:**

Employer

Represented by,


  
Anton Hermans

  
Sundiata Lake

Employees

Represented by,

  
Alison Hassel

  
Handwritten initials and marks including 'S.C', 'S.A.S', and other illegible scribbles.



## Explanation

### Closing the pay gap

Based on the Hermans Motion and the Education Agreement, the Minister of Primary and Secondary Education has made a structural budget available to bridge the difference in salary between equal positions in primary and secondary education. This is called closing the salary gap.




The same amount has been made available for schools in the Caribbean Netherlands to close the wage gap as for schools in the European Netherlands. In the European Netherlands, the salary gap has been closed by bringing primary education staff under the salary scales of secondary education. There is now one wage structure for primary and secondary education. In the Caribbean Netherlands there is only one wage structure for primary and secondary education personnel jointly. The only difference between primary and secondary education was that teachers in primary education were assigned different grades than those in secondary education. Primary school teachers were classified in salary scales LA and LB of this wage structure. In practice, scale LC was also used in primary education, namely for more complex activities for which a job description must be drawn up at institutional level. Secondary education teachers are divided into salary scales LB, LC and LD. The salary gap in the Caribbean Netherlands has now been closed by placing all teachers in primary education in a next higher salary scale on the same salary step. So from, for example, scale LA step 5 USD 3,051 to scale LB step 5 USD 3,376<sup>2</sup>. As a result, salary scale LA has been discontinued and teachers in primary education as well as teachers in secondary education are divided into salary scales LB, LC and LD, depending on education and experience. The decision to classify a teacher in primary education from scale LC to scale LD rests with the employer. Formally speaking, scale LC was not available for teachers in primary education. A transition in primary education from scale LC to scale LD is therefore not automatic.

The starting point for closing the salary gap is that teaching positions in primary education are (or have become) as heavy as teaching positions in secondary education. In the Caribbean Netherlands, this has been determined on the basis of the position series of teachers in primary education in the European Netherlands. With the closing of the salary gap in the European Netherlands, it has been established that the job weight is the same between teachers in primary and secondary education.

After all teachers had been placed in the next higher scale, an amount remained. In the Op Concordance Oriented Consultation (OOGO) it has been decided to use this amount for a further salary increase for both teaching and non-teaching staff in primary and secondary education.

---

<sup>2</sup> Cijfers Arbeidsvoorwaardenovereenkomst onderwijspersoneel 2021-2023 loonpeil 1 september 2021.

  
S. C.  
DAS  
AI  
  




### Residual funds from the terms and conditions of employment

It was agreed in the 2021-2023 employment conditions agreement that it would be determined at the end of 2022/beginning of 2023 whether there is room for further wage development. It has been found that a residual amount is indeed available from the employment conditions space of the employment conditions agreement 2021-2023. It has been decided in the OOGO to use this residual amount for a further salary increase for both teaching and non-teaching staff. The salary increase from the residual funds is 2.7% structural and applies retroactively up to and including 1 January 2022. With the two general salary measures totaling 4% as of 1 January 2022 (1.3% and 2.7%), a made a further step in reducing salary differences between teaching staff in the Caribbean Netherlands and in the European Netherlands. Together with the funds for closing the pay gap, there will therefore be a salary increase of a total of 4% (1.3% plus 2.7%) for all staff.

The salary tables are included in Appendix 1 to this addendum.

### Scaling

All salary measures have retroactive effect up to and including 1 January 2022. For the placement of primary school teachers in the next higher salary scale, including the general salary measure as of 1 January 2022, this is done as follows:

- If the teacher's salary scale has not changed since January 2022, the employee will be placed in the same step of the next higher salary scale. So from scale LA step 4 to scale LB step 4, and so on. The difference between LA 4 and LB 4 over the months from the start of this employment contract up to and including 1-1-2022 is also paid to the employee by means of a one-off payment.
  - o Example: the commencement date of the employment conditions agreement is June 1, 2023. On June 1, the employee is placed in the new salary scale LB. In addition, there will be a one-off payment over 17 months (January 2022 through May 2023) of the difference between LA 4 old (USD 2,980) and LB 4 (including 4% USD 3,438). In this case 17 times USD 458, which is USD 7,786.
- If the employee has been placed in a higher step or salary scale in the period from 1 January 2022 to 1 June 2023, the effect will be as follows.
  - o Example: An employee transferred from LA 4 to LB 5 on 1 September 2022. As of 1 June 2023, this employee will be assigned to LC 5. Due to the retroactive effect, this employee is entitled to the following. For the period January 1, 2022 to September 1, 2022, this employee is entitled to the difference between LA 4 old (USD 2,980) and LB 4 (including 4% USD 3,438). In this case 8 times USD 458, which is USD 3,664. For the period September 1, 2022 to June 1, 2023, this employee is entitled to the difference between LB 5 (including 4% USD 3,511) and LC 5 (including 4% USD 4,035). In this

    
S.L.  
DAS d



case 8 times USD 458 and 9 times USD 524. Over the entire period, the supplementary payment will then be: USD 8,380.

#### Work pressure resources

Funds have been made available from the Education Agreement to reduce the workload in secondary education. This measure only applies to secondary education, including the MBO part in CN, and not to primary education. The available budget must be spent on measures that reduce the workload, in line with the specific tasks of the school, the team and the individual. The competent authority consults with the Participation Council about the use of the funds. The competent authority accounts for the use of the funds in the annual report.

#### Professionalization resources

Money has also been made available from the Education Agreement for further professional development of teachers. This measure applies to primary and secondary education, including the MBO part in CN. The available budget for this is based on an average of 16 hours of extra professionalization space per teacher per school year, based on the wage costs for 2021. These funds must be used for measures to promote professionalization in basic skills and that are aimed at the quality of teachers in the primary and secondary education. This is to maintain and increase the professionalism, knowledge and skills of teachers. The competent authority consults with the Participation Council about the use of these funds and accounts for the use of these funds in the annual report.

Some schools have already indicated that they want to spend the professional development resources on, among other things, exchanging experiences with schools in other countries and promoting diversity in the schools.

#### Funding

Appendix 2 contains an overview of the funding measures.

S.C  
DAS



**Appendix 1. Salary scales as of January 1, 2022, including 4% salary increase (amounts in USD)**

**Primary education, secondary education and secondary vocational education, teacher scales**

LA-1	expired
LA-2	expired
LA-3	expired
LA-4	expired
LA-5	expired
LA-6	expired
LA-7	expired
LA-8	expired
LA-9	expired
LA-10	expired
LA-11	expired
LA-12	expired
LA-13	expired
LA-14	expired
LA-15	expired

LB-1	3.216
LB-2	3.287
LB-3	3.361
LB-4	3.438
LB-5	3.511
LB-6	3.586
LB-7	3.660
LB-8	3.735
LB-9	3.810
LB-10	3.884
LB-11	3.958
LB-12	4.033
LB-13	4.106
LB-14	4.180
LB-15	4.256
LB-16	4.377

LC-1	3.716
LC-2	3.796
LC-3	3.877
LC-4	3.955
LC-5	4.035
LC-6	4.114
LC-7	4.196
LC-8	4.274
LC-9	4.354
LC-10	4.435
LC-11	4.514
LC-12	4.595
LC-13	4.674
LC-14	4.752
LC-15	4.833

LD-1	4.291
LD-2	4.377
LD-3	4.462
LD-4	4.546
LD-5	4.629
LD-6	4.717
LD-7	4.801
LD-8	4.886
LD-9	4.970
LD-10	5.054
LD-11	5.140
LD-12	5.224
LD-13	5.310
LD-14	5.393
LD-15	5.479

~~MS~~ ~~AL~~  
S.L.  
DAS  
d





### All other types of education, other positions



Because the level of the statutory minimum wage is adjusted periodically, the level of the statutory minimum wage must be taken into account when applying (particularly the lowest) scales. The salary, including the residence allowance/Windwinds allowance, equalization allowance and the Saba/Statia allowance, may not fall below the statutory minimum wage.

1.1	1.036
1.2	1.058
1.3	1.075
1.4	1.094
1.5	1.114
1.6	1.134
1.7	1.152
1.8	1.171
1.9	1.190
1.10	1.211
1.11	1.230
1.12	1.249
1.13	1.267
1.14	1.289
1.15	1.307
1.GRT16	1.360 <sup>3</sup>

2.1	1.138
2.2	1.162
2.3	1.186
2.4	1.211
2.5	1.234
2.6	1.259
2.7	1.285
2.8	1.308
2.9	1.332
2.10	1.356
2.11	1.379
2.12	1.404
2.13	1.427
2.14	1.452
2.15	1.474
2.GRT16	1.524
2.GRT17	1.574
2.GRT18	1.622

3.1	1.279
3.2	1.312
3.3	1.345
3.4	1.378
3.5	1.412
3.6	1.445
3.7	1.479
3.8	1.512
3.9	1.545
3.10	1.580
3.11	1.611
3.12	1.646
3.13	1.679
3.14	1.712
3.15	1.749
3.GRT16	1.805

<sup>3</sup> De garantietreden GRT 16, GRT 17 en GRT 18 zijn alleen van toepassing voor het personeel van wie de bezoldiging tot 1 juli 2013 was vastgesteld op een bezoldigingstrede die voorzien was van de aanduiding "G.T." en voor het personeel dat tot 1 juli 2013 uitzicht had op een dergelijke bezoldigingstrede.

  
  
S.C.  
DAP



4.1	1.442
4.2	1.486
4.3	1.528
4.4	1.568
4.5	1.610
4.6	1.653
4.7	1.695
4.8	1.737
4.9	1.779
4.10	1.821
4.11	1.864
4.12	1.904
4.13	1.946
4.14	1.988
4.15	2.030
4.GRT16	2.090

5.1	1.633
5.2	1.683
5.3	1.734
5.4	1.783
5.5	1.832
5.6	1.883
5.7	1.934
5.8	1.983
5.9	2.032
5.10	2.083
5.11	2.132
5.12	2.183
5.13	2.233
5.14	2.283
5.15	2.332
5.GRT16	2.401

6.1	1.863
6.2	1.918
6.3	1.977
6.4	2.032
6.5	2.090
6.6	2.156
6.7	2.207
6.8	2.263
6.9	2.320
6.10	2.376
6.11	2.435
6.12	2.493
6.13	2.550
6.14	2.606
6.15	2.664
6.GRT16	2.752

7.1	2.124
7.2	2.187
7.3	2.250
7.4	2.313
7.5	2.375
7.6	2.441
7.7	2.503
7.8	2.566
7.9	2.628
7.10	2.693
7.11	2.755
7.12	2.817
7.13	2.882
7.14	2.944
7.15	3.007
7.GRT16	3.088
7.GRT17	3.169

8.1	2.435
8.2	2.503
8.3	2.572
8.4	2.638
8.5	2.707
8.6	2.776
8.7	2.842
8.8	2.911
8.9	2.979
8.10	3.047
8.11	3.114
8.12	3.182
8.13	3.250
8.14	3.321
8.15	3.387
8.GRT16	3.490

9.1	2.794
9.2	2.866
9.3	2.938
9.4	3.011
9.5	3.083
9.6	3.155
9.7	3.225
9.8	3.297
9.9	3.369
9.10	3.437
9.11	3.511
9.12	3.583
9.13	3.657
9.14	3.727
9.15	3.799

S.C.  
DAS



10.1	3.216
10.2	3.287
10.3	3.361
10.4	3.438
10.5	3.511
10.6	3.586
10.7	3.660
10.8	3.735
10.9	3.810
10.10	3.884
10.11	3.958
10.12	4.033
10.13	4.106
10.14	4.180
10.15	4.256


11.1	3.716
11.2	3.796
11.3	3.877
11.4	3.955
11.5	4.035
11.6	4.114
11.7	4.196
11.8	4.274
11.9	4.354
11.10	4.435
11.11	4.514
11.12	4.595
11.13	4.674
11.14	4.752
11.15	4.833

12.1	4.291
12.2	4.377
12.3	4.462
12.4	4.546
12.5	4.633
12.6	4.717
12.7	4.801
12.8	4.886
12.9	4.970
12.10	5.054
12.11	5.140
12.12	5.224
12.13	5.310
12.14	5.393
12.15	5.479

13.1	4.952
13.2	5.040
13.3	5.129
13.4	5.219
13.5	5.312
13.6	5.400
13.7	5.490
13.8	5.580
13.9	5.670
13.10	5.760
13.11	5.849
13.12	5.938
13.13	6.030
13.14	6.118
13.15	6.208

14.1	5.703
14.2	5.800
14.3	5.895
14.4	5.990
14.5	6.087
14.6	6.183
14.7	6.280
14.8	6.374
14.9	6.471
14.10	6.564
14.11	6.661
14.12	6.758
14.13	6.853
14.14	6.947
14.15	7.045




15.1	6.558
15.2	6.661
15.3	6.764
15.4	6.868
15.5	6.969
15.6	7.073
15.7	7.175
15.8	7.281
15.9	7.381
15.10	7.486
15.11	7.588
15.12	7.691
15.13	7.796
15.14	7.896
15.15	8.001

  
S.C.  
DAS



16.1	7.300
16.2	7.410
16.3	7.522
16.4	7.634
16.5	7.748
16.6	7.859
16.7	7.972
16.8	8.083
16.9	8.195
16.10	8.306
16.11	8.417
16.12	8.531
16.13	8.642
16.14	8.755
16.15	8.867

17.1	7.994
17.2	8.113
17.3	8.236
17.4	8.357
17.5	8.481
17.6	8.603
17.7	8.728
17.8	8.849
17.9	8.973
17.10	9.097
17.11	9.219
17.12	9.342
17.13	9.466
17.14	9.589
17.15	9.712

  
  
S.C.  
DAS  




## Appendix 2. Funding measures PO and VO

### Overview PO

Measure	Regulation	Amount	Payment moment
Closing the pay gap (approximately USD 1.9 million)	<u>Definitieve Regeling bekostiging personeel PO BES 2021-2022</u> & <u>Definitieve Regeling bekostiging personeel PO BES 2022-2023</u>	Funds are accounted for as a percentage of all prizes in these schemes.	Paid in Fall 2022.
Professionalization funds (approximately USD 0.1 million)	<u>Definitieve Regeling bekostiging personeel PO BES 2021-2022</u> & <u>Definitieve Regeling bekostiging personeel PO BES 2022-2023</u>	Funds are accounted for as a percentage of all prizes in these schemes.	Paid in Fall 2022.
Education and Development Allowance (approximately USD 0.4 million for school years 2021-2022 and 2022-2023 combined)	Part paid out from NP Education via separate payments.  Share from July 2023 (2023-2024) not yet known.	Amount for school year 2022-2023 was: Bonaire: approximately USD 175 per student Upper: approximately USD 205 per student  Amounts for school year 2023-2024 not yet known.	Paid in October 2022 (2021-2022 and 2022-2023).  Expected fall 2023 (for school year 2023-2024).

AL

S.C.




DMS

13



## Overview VO

Measure	Regulation	Amount	Payment moment
Workload (USD 1.1 million)	<u>Regeling aanvullende bekostiging werkdrukverlichting voortgezet onderwijs</u>	Bonaire: USD 461.73 per pupil/student USD 277.04 for BOL  Upper: USD 627.96 per student.	Start from May 2023 at the latest.
Professionalization resources (USD 0.1 million)	Resources are included in the basic funding when prices are adjusted.	Not yet known.	Starts from autumn 2023.
Training and development allowance	Loose payment.  Loose payment.	Amount for school year 2022-2023 was: Bonaire: USD 89.77 per student Upper: USD 104.13 per student  Amounts for school year 2023-2024 not yet known.	October 2022.  Expected fall 2023 (for school year 2023-2024).

  
  
  
S.C.  
DAS