



## Employment conditions agreement

### Educational staff Saba

### 2021 – 2023

The Public Entity of Saba, the Sacred Heart School, the Saba Comprehensive School, and a delegation of the educational staff, hereinafter referred to as "parties", have made the following agreements on 14 March 2022.

## 1. Preamble

The remuneration scheme for educational staff is a responsibility of the administration of the Public Entities of Bonaire, Sint Eustatius, and Saba. This applies pursuant to Article 37 of the WPO BES, Article 90 of the WVO BES, and Article 4.1.4 of the WEB BES. These acts set out that a scheme will be adopted by means of an island decree with respect to the salaries and bonuses of the staff once an *Op Overeenstemming Gericht Overleg* [Consultation Focussed on Agreement] (OOGO) has taken place with the competent authorities and the trade unions, or, in absence thereof, with a representative delegation of the staff.

On May, 20<sup>th</sup> 2021, an agreement was reached between the employer negotiator of the Ministry of the Interior and Kingdom Relations and the representatives of the trade unions concerning the amendments to the employment conditions of the government staff employed by the National Office for the Caribbean Netherlands (RCN).

The agreements on the employment conditions for government staff employed by the RCN made in the *Sectoroverleg* [industry consultation] (SOCN) in accordance with the BES Consultation Structure Decree are declared (equally) applicable to the educational staff – in accordance with the sections of law set out above. In the OOGO, it can be agreed that certain agreements will be adopted for the educational staff in an amended form, for example, if this is desirable considering the nature of the work or an amendment to the agreements is required otherwise. In addition, specific agreements may not be considered relevant to the educational staff, such as provisions on shifts and working hours.

No general salary measure has been agreed on for government staff. Instead, a reduced working hours scheme from 39.5 hours to 36 hours per week has been introduced. An annual working hours standard of 1659 hours has been in force for the educational sector since 1 January 2012. The agreements on reducing the weekly working hours in the RCN employment conditions agreement have not been adopted for this reason. The available employment conditions space is not used for salary measures in the education sector.

The lump-sum takes the amendments to the employment conditions into account.

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## 2. Scope, duration, and income section.

### 2.1 Scope

This employment conditions agreement applies to the teaching and supporting educational staff in public and special education on Saba.

### 2.2 Duration

This employment conditions agreement will apply from January, 1<sup>st</sup> 2021 till December, 31<sup>st</sup> 2023<sup>1</sup>.

### 2.3 Income section

#### 2.3.1 Salary increase

The salaries increased by 4.2% as of September, 1<sup>st</sup> 2021. The annex to this agreement contains the tables with the increased salaries. The salary increase introduced on 1 September 2021 will be paid – retroactively – no later than March 2022 to the employee that is still employed on 1<sup>st</sup> March 2022.

#### 2.3.2 One-off payment

An employee who was employed on September, 1<sup>st</sup> 2021 and who is still employed on 1<sup>st</sup> March 2022 will receive a non-recurring gross allowance of USD 500 pro rata the hours of the employment relationship in March 2022. This will also apply if the employee is no longer employed in March 2022.

Insofar as this concerns educational staff employed on the islands of Saba and Sint Eustatius, this amount will be increased by the percentages of the Windward Islands Allowance or the Settlement Allowance and the Saba/Statia allowance, respectively.

#### 2.3.3 Room for further salary development

At the end of 2022/beginning of 2023, it will be determined whether there is room for further salary development. In this case, the potentially available room will be discussed in the OOGO. The agreements will be set out in an addendum to be enclosed to this agreement.

#### 2.3.4 Salary improvements

The Cabinet has made €500 million available to improve the salaries of educational staff. These funds are also intended for Caribbean Netherlands. In 2022, a decision will be made about the use of these funds in the OOGO. The agreements will be set out in the addendum referred to in Article 2.3.3.

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<sup>1</sup> Refer to section 3 of the Civil Servants Employment Conditions CN 2021 – 2023.



### 3. Labour market allowance

Funds intended for the labour market allowance<sup>2</sup> of the National Education Programme have been made available to Caribbean Netherlands. These funds are intended for training and development necessary because of the corona situation. The manner in which the funds will be distributed will be determined in the OOGO of 2022 and 2023. These agreements will be set out in the addendum referred to in Article 2.3.3. The use of the funds will be set out in the annual report.

### 4. Pensions

The agreements in sections 4 (Pension Plan) and 5 (Disability Pension) of the Employment Conditions Agreement Civil Servants Caribbean Netherlands 2021 – 2023 also apply to the educational staff.

### 5. Other agreements

#### 5.1 Additional agreements for participation councils

During the effective period of this employment conditions agreement, the participation will be professionalised further to prepare for the inclusion of Caribbean Netherlands in the School Participation Act. This Act will also include the right of the participation council to grant approval and advice.

#### 5.2 Fully-fledged employment conditions structure.

Further professionalization of the employment conditions agreement will be pursued during the effective period of this employment conditions agreement.

### 6. Signature

Signed on: 14 March 2022

#### Public Entity of Saba

Represented by,

**Bruce Zegers**

#### SABA EDUCATIONAL FOUNDATION (Saba comprehensive School)

Represented by,

**James Franklin Wilson**

Represented by,

**Peter Johnson**

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<sup>2</sup> In European Netherlands, a labour market allowance is granted to teaching and supporting educational staff in primary and secondary education as part of the National Education Programme. The allowance in European Netherlands is intended for staff of the 15% of the schools with the lowest scores. The indicators used for this are only available for European Netherlands.



Represented by,

~~Tracy Zagers-Johnson~~  14/03/2022

**Stichting Katholiek Onderwijs SABA  
Sacred Heart School**

Represented by,



~~Jonathan Johnson~~

~~R. D. Jorne~~ 14/3/2022  
Represented by,


Represented by,

 14/03/2022

**Orlando McPherson**



**Alison Hassell**

  
O.M AH  
P.S.  
  
  




**Annexe 1 to employment conditions agreement educational staff 2021-2023**

**Salary scales salary level September 1<sup>st</sup>, 2021 (amounts in USD)**

**Secondary education and lower vocation education, teacher scales, including 4.2% salary increase**

Scale LB		Scale LC		Scale LD	
No.	amount	No.	amount	No.	amount
1	3092	1	3573	1	4126
2	3161	2	3650	2	4209
3	3232	3	3728	3	4290
4	3306	4	3803	4	4371
5	3376	5	3880	5	4455
6	3448	6	3956	6	4536
7	3519	7	4035	7	4616
8	3591	8	4110	8	4698
9	3663	9	4187	9	4779
10	3735	10	4264	10	4860
11	3806	11	4340	11	4942
12	3878	12	4418	12	5023
13	3948	13	4494	13	5106
14	4019	14	4569	14	5186
15	4092	15	4647	15	5268
16	4209				

**Primary education, teacher scales, including 4.2% salary increase**

Scale LA		Scale LB		Scale LC	
No.	amount	No.	amount	No.	amount
1	2765	1	3092	1	3573
2	2837	2	3161	2	3650
3	2908	3	3232	3	3728
4	2980	4	3306	4	3803
5	3051	5	3376	5	3880
6	3123	6	3448	6	3956
7	3193	7	3519	7	4035
8	3264	8	3591	8	4110
9	3333	9	3663	9	4187
10	3406	10	3735	10	4264
11	3475	11	3806	11	4340
12	3547	12	3878	12	4418
13	3620	13	3948	13	4494
14	3690	14	4019	14	4569
15	3761	15	4092	15	4647
		16	4209		

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**All education types, other positions, including 4.2% salary increase**

Because the amount of the statutory minimum wage is amended periodically, the amount of the statutory minimum wage must be considered when applying the scales (specifically the lowest scales). The salary, including the place of work allowance/Windward Islands allowance, settlement allowance, and the Saba/Statia allowance may not be below the statutory minimum wage.

Scale 1		Scale 2		Scale 3		Scale 4		Scale 5	
No.	amount	No.	amount	No.	amount	No.	amount	No.	amount
1	996	1	1094	1	1230	1	1387	1	1570
2	1017	2	1117	2	1262	2	1429	2	1618
3	1034	3	1140	3	1293	3	1469	3	1667
4	1052	4	1164	4	1325	4	1508	4	1714
5	1071	5	1187	5	1358	5	1548	5	1762
6	1090	6	1211	6	1389	6	1589	6	1811
7	1108	7	1236	7	1422	7	1630	7	1860
8	1126	8	1258	8	1454	8	1670	8	1907
9	1144	9	1281	9	1486	9	1711	9	1954
10	1164	10	1304	10	1519	10	1751	10	2003
11	1183	11	1326	11	1549	11	1792	11	2050
12	1201	12	1350	12	1583	12	1831	12	2099
13	1218	13	1372	13	1614	13	1871	13	2147
14	1239	14	1396	14	1646	14	1912	14	2195
15	1257	15	1417	15	1682	15	1952	15	2242
GRT 16	1308 <sup>3</sup>	GRT 16	1465	GRT 16	1736	GRT16	2010	GRT16	2311
		GRT 17	1513						
		GRT 18	1560						

Scale 6		Scale 7		Scale 8		Scale 9		Scale 10	
No.	amount	No.	amount	No.	amount	No.	amount	No.	amount
1	1791	1	2042	1	2341	1	2687	1	3092
2	1844	2	2103	2	2407	2	2756	2	3161
3	1901	3	2163	3	2473	3	2825	3	3232
4	1954	4	2224	4	2537	4	2895	4	3306
5	2010	5	2284	5	2603	5	2964	5	3376
6	2065	6	2347	6	2669	6	3034	6	3448
7	2122	7	2407	7	2733	7	3101	7	3519
8	2176	8	2467	8	2799	8	3170	8	3591
9	2231	9	2527	9	2864	9	3239	9	3663
10	2285	10	2589	10	2930	10	3309	10	3735
11	2341	11	2649	11	2994	11	3376	11	3806
12	2397	12	2709	12	3060	12	3445	12	3878
13	2452	13	2771	13	3125	13	3516	13	3948
14	2506	14	2831	14	3193	14	3584	14	4019
15	2562	15	2891	15	3257	15	3653	15	4092
GRT16	2646	GRT16	2969	GRT16	3356				
		GRT17	3047						

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<sup>3</sup> Guarantee scales GRT16, GRT17, and GRT18 apply only to staff whose remuneration was set at a remuneration scale designated "G.T" on 1 July 2013, and for staff eligible for such a remuneration scale up to 1 July 2013.



Scale 11	
No.	amount
1	3573
2	3650
3	3728
4	3803
5	3880
6	3956
7	4035
8	4110
9	4187
10	4264
11	4340
12	4418
13	4494
14	4569
15	4647

Scale 12	
No.	amount
1	4126
2	4209
3	4290
4	4371
5	4455
6	4536
7	4616
8	4698
9	4779
10	4860
11	4942
12	5023
13	5106
14	5186
15	5268

Scale 13	
No.	amount
1	4762
2	4846
3	4934
4	5018
5	5108
6	5192
7	5279
8	5365
9	5452
10	5538
11	5624
12	5710
13	5798
14	5883
15	5969

Scale 14	
No.	amount
1	5484
2	5577
3	5668
4	5760
5	5853
6	5945
7	6038
8	6129
9	6222
10	6312
11	6405
12	6498
13	6589
14	6680
15	6774

Scale 15	
No.	amount
1	6306
2	6405
3	6504
4	6604
5	6701
6	6801
7	6900
8	7001
9	7097
10	7198
11	7296
12	7395
13	7496
14	7592
15	7693

Scale 16	
No.	amount
1	7019
2	7125
3	7233
4	7340
5	7450
6	7557
7	7665
8	7772
9	7880
10	7987
11	8093
12	8203
13	8310
14	8418
15	8526

Scale 17	
No.	amount
1	7687
2	7801
3	7919
4	8036
5	8155
6	8272
7	8392
8	8509
9	8628
10	8747
11	8864
12	8983
13	9102
14	9220
15	9338

D.M.  
P.S.  
A.H.  
B.L.