

December 4th, 2024

Kendal Kohdra

Permanent Secretary

Ministry of Education,

Sustainable Development, Innovation, Science, Technology, and Vocational Training 4th floor

Francis Compton Building

Waterfront, Castries.

Subject: Petition for Consideration of Salary Adjustment

Dear Sir,

We the graduates from the department of Teacher Education and Educational Leadership, respectfully submit this petition to kindly request a review and potential adjustment of the current salary structure for newly qualified educators within the Department of Education. Our collective concern stems from the fact that, following our successful completion of a rigorous academic program and receipt of advanced qualifications, we were not made fully aware of the restrictions placed upon our salaries and the lengthy waiting period for consideration of salary adjustments under the terms of our employment contracts.

Upon entering the profession, we were committed to the idea that our newly acquired qualifications and expertise would be duly recognized in accordance with professional standards within the field of education. However, upon review of our contracts and subsequent clarification from our employers, we learned that we are not eligible for a salary upgrade until the conclusion of this current academic year, despite having fulfilled all required academic and professional obligations to attain these advanced qualifications. This situation has created a sense of concern among us, as we believe that the value of these newly acquired skills and expertise—essential to our roles as educators—warrants timely recognition and appropriate compensation.

We fully appreciate that policy frameworks and budgetary constraints must guide decision-making processes. However, it is our humble request that you, the stakeholders, consider the following points when reviewing this matter:

1. **Lack of Transparency:** We began the Bachelors in Primary Education program in August 2020 and completed in June 2024. At no point during the application process, recruitment, or induction phases were we made aware of the delay or change in salary adjustments following the attainment of advanced qualifications. Had this information been clearly communicated, we would have been better equipped to make informed decisions regarding our professional and financial expectations. As such, our ability to fulfill our financial commitments have been negatively impacted; making it increasingly difficult to receive further support from our respective financial institutions. Furthermore, we had already began the academic program before this policy change took effect. We were informed by the administration of the Sir Arthur Lewis Community College that the Ministry of education was notified of the commencement of the program and was sent a list of names of all the enrolled students before the program commenced.
2. **Enhanced Qualifications:** We have completed an academic program of considerable rigor, having obtained a Bachelor of Education in Primary Education, which is highly relevant to our professional duties. These qualifications not only improve the quality of education we can provide but also enhance the educational outcomes for our students. It is our belief that educators who demonstrate such professional development should be duly compensated for their efforts.
3. **Equity and Fairness:** We have served in the teaching profession for 4 to 8 years or more, yet we have never received an August salary. This persistent lack of compensation has imposed significant financial strain on us, forcing many of us to make considerable sacrifices to attain the qualifications mandated by the Ministry. The challenge was further compounded by the obligation of tuition fees, which amounted to more than our current salaries per semester, making this burden even more difficult to bear. In many other

professional sectors, the attainment of advanced qualifications is typically met with immediate adjustments to compensate, as it is understood that such qualifications contribute significantly to the overall quality of the work performed. In light of this, we respectfully seek an exception to the policy that would allow for the timely recognition of our qualifications through a corresponding salary adjustment.

- 4. Motivation and Retention:** As newly graduated educators, our ability to remain motivated and committed to the profession is influenced not only by our passion for teaching but also by the financial recognition of our qualifications. A timely salary adjustment would serve as an affirmation of the value of the profession and encourage the continued development of highly skilled educators within our education system.

In light of the above, we respectfully request that the Ministry of Education review the current salary adjustment policy and consider the possibility of a salary adjustment that accurately reflects our advanced qualifications for the undersigned cohort of educators, in recognition of the critical role we play in the development of future generations.

We remain at your disposal for any further information or discussion and would be honored to meet with relevant officials to further elaborate on our petition.

Thank you for your time and consideration. We trust that the relevant stakeholders will give this matter the attention it deserves, understanding the importance of both the professional development of educators and the quality of education provided to students.

Yours sincerely,

Graduates of 2024

Bachelor's Degree of Primary Education

