THE REPUBLIC OF UGANDA

IN THE MATTER OF THE CONSTITUTION OF THE REPUBLIC OF UGANDA AND THE LOCAL GOVERNMENTS ACT CAP 243

CONDITIONAL GRANT UTILIZATION AGREEMENT

BETWEEN

MINISTRY OF EDUCATION AND SPORTS

AND

LOCAL GOVERNMENTS

FOR FINANCIAL YEAR 2025/2026

UNDER THE HUMAN CAPITAL DEVELOPMENT PROGRAMME

THIS Agreement is made this **2nd day of September 2024** between the **Ministry of Education and Sports (MoES)** of P.O. Box 7063 Kampala (hereinafter referred to as the **"First Party")** of the one part and which expression where the context so permits shall include its assignees, representatives, and anyone acting under its authority; and **the Local Governments (LGs)** represented by Uganda Local Government Negotiation and Advocacy Team (UNAT) of c/o P.O. Box 23120 or P. O. Box 23092 Kampala (hereinafter referred to as the "**Second Party** ") of the other part and where the context so permits shall include its assignees, representatives and anyone acting under its authority. For purpose of this Agreement, the two shall be jointly referred to as "**the Parties**".

PREAMBLE:

Article 193(3) of the Constitution of the Republic of Uganda and Section 83(3) of the Local Governments Act Cap 243 provide "Conditional grants shall consist of monies given to Local Governments to finance programmes agreed upon between the Government and Local Governments and shall be expended only for purposes for which it was made in accordance with the conditions agreed upon". The above provision requires the expenditure of the conditional grants in

accordance with the conditions agreed upon and this necessitates for the LGs to interface with the program ministries (Government) to agree upon programmes and the conditions attached.

Pursuant to the above, the Uganda Local Governments Association and Urban Authorities Association of Uganda (UAAU), acting on behalf of the Local Governments, established the Uganda Local Governments Negotiation and Advocacy Team (UNAT) in 2004 with an aim of representing them and negotiating on their behalf, with the Line Ministries, on programmes and conditions for Conditional Grants utilization.

The negotiations are organized and chaired by the Local Government Finance Commission (LGFC). They are witnessed by the Office of the Prime Minister (OPM); Ministry of Local Government (MoLG); Ministry of Finance, Planning and Economic Development (MoFPED), Ministry of Public Service (MoPS), Equal Opportunities Commission (EOC), the National Planning Authority (NPA), and selected Civil Service Organizations.

WHEREAS;

1. The MoES and its Constituent Department and Agencies has the statutory responsibility of policy, setting standards, inspection, supervision, monitoring, regulation, coordination, mentoring, and provision of technical guidance to LGs in the implementation of Government programmes;
2. The LGs are the implementers of Government programmes within their locality and jurisdiction in accordance with the Constitution of the Republic of Uganda and the Local Governments Act (Cap 243);
3. Both parties have a common objective of implementing agreed-upon programmes and conditions for expenditure of the Conditional grants.

NOW, THEREFORE, having deliberated, do hereby agree to work together towards achieving the above common goal and in so doing, the Parties agree to be bound by the terms and conditions as stipulated here below.

Agreement

a) The Agreement shall come into effect on the date of the last endorsement of signature to this agreement and shall run during budget formulation and implementation for Financial Year 2025/2026.

b) Modification of the terms and conditions of this Agreement shall only be made by written and signed Agreement between the Parties hereto.

c) None of the parties to this agreement shall be held liable on any of their obligations herein if owing to an occurrence or event beyond their control or reasonable foresight and without negligence on their part, execution of this Agreement has been rendered impossible. In such circumstances, the parties shall mutually agree on the appropriate way forward.

d) Failure to implement any of the provisions of this Agreement by any of the parties shall be communicated to the affected party by the defaulting party within two (2) months from the date of failure to implement. The notification shall clearly state the reasons for failure and shall be delivered at the duly appointed and known address of the LGFC, with copies to Uganda Local Governments Association (ULGA), Urban Authorities Association of Uganda (UAAU), MoLG, MoFPED, NPA, OPM) and MoPS.

PURPOSE

The purpose of this agreement is to define and set out the terms and the conditions for the expenditure of the program conditional grants for the Financial Year 2024/2025 for the Education Sub-Programme under the Human Capital Development Programme.

Mid-term Review (MTR)

The Parties shall have a Mid-Term Review in May 2025 to discuss the progress in implementation; highlight challenges faced and make recommendations to improve the process. This review shall be organized with the following framework:

1) There shall be a Joint Technical Committee (JTC) comprising of fourteen (14) members drawn in the following ratios;

a) Local Government Finance Commission: 2
b) Uganda Local Governments Association: 2
c) Urban Authorities Association of Uganda :2
d) Ministry of Education and Sports: 2
e) Office of the Prime Minister: 1
f) Ministry of Finance Planning and Economic Development: 1
g) Ministry of Local Government: 1
h) Ministry of Public Service: 1
i) National Planning Authority: 1
j) Equal Opportunities Commission:

2) The Local Government Finance Commission shall be the Chair and Secretariat of the Joint Technical Committee.

3) The JTC shall sit at least once a year in a place determined and communicated by the Local Government Finance Commission.
4) The JTC shall execute the following tasks:
a) Oversee implementation of the agreements and monitor the progress of either party.
b) Ensure that the Agreements are disseminated to all stakeholders.
c) Conduct a MTR of the implementation process so as to obtain feedback and disseminate it to the parties.
d) Identify the non-complying parties and make recommendations to MoFPED and Office of the Prime Minister and MoLG for appropriate sanctions.
e) Handle any other upcoming issues.
f) The JTC shall report to the respective Policy Organs of their Institutions.

Implementation of the NDP IV

This engagement has taken place when the planning and Budgeting has transited from the sector to program approach under the NPD III. Note that Education and Sports is under the Human Capital Development Programme.

General Obligations of the Parties

The Parties shall perform the services and carry out their obligations with all due diligence, efficiency and economy.

OBLIGATIONS OF THE MINISTRY OF EDUCATION AND SPORTS

The Ministry shall;

a) Prepare and disseminate the final sub-programme grant utilization guidelines for (FY 2025/2026) to LGs through circulars addressed to the Chief Administrative Officers/ Town Clerks and copied to the District Chairpersons, District Speakers and Mayors.
b) Include the signed agreement for the Financial Year 2025/2026 as an annex to its Ministerial Policy Statement and provide a report to the Committee of Parliament responsible for Education & Sports matters, regarding the agreed positions reached with UNAT on behalf of LGs during the negotiations.
c) Communicate the issues agreed upon in the negotiations for Local Governments to implement in Education and Sports subprogram through circulars addressed to the Chief Administrative Officers/ Town Clerks, and copied to the District Chairpersons, District Speakers, City/Municipal Mayors and Resident District Commissioners/Resident City Commissioners.
d) Ensure timely response to issues raised by the LGs, LG Associations and LGFC.

e) Implement its obligations in accordance with this agreement.
f) Ensure adequate involvement and participation of LGs during its program reviews.
g) Invite and provide a slot to the Local Government Associations (ULGA and UAAU) to make a presentation on the key issues affecting service delivery in the Education and Sports review meetings under the Human Capital Development Programme.

OBLIGATIONS OF THE LOCAL GOVERNMENTS

Local Governments shall;

a) Through their Constituent organizations (ULGA and UAAU) disseminate the agreements to their members.
b) Implement the agreed obligations in accordance with this agreement and the guidelines issued by the MoES.
c) Ensure timely response to issues raised by the MoES.
d) Provide timely and accurate data on their plans, achievements and status on program implementation to the MoES.
e) Adhere to the program/Grant Utilization Guidelines issued by the MoES.
f) Ensure timely submission of Monitoring and Inspection reports to the MoES.
g) Ensure timely submission of the quarterly performance reports.

SPECIFIC OBLIGATIONS OF THE PARTIES

1. **Capitation for Universal Primary Education (UPE) and Universal Secondary Education (USE)**

Local Governments (LGs) noted that the planned increase in capitation for Universal Primary Education (UPE) and Universal Secondary Education (USE), as per the UgIFT Programme's Medium-Term Plan (MTP), wasn't effected. Currently, UPE per capita allocation is UGX 20,000 per learner per year, and USE is UGX 175,000. With rising living costs and a decline in parental support, LGs proposed increasing UPE to UGX 30,000 and USE to UGX 250,000 per learner annually. For Special Needs Education (SNE), they suggested an increase from UGX 22,000 to UGX 70,000 for primary and from UGX 192,000 to UGX 250,000 for secondary learners.

The Ministry of Education and Sports (MOES) indicated that UPE and USE unit costs for FY 2025/26 were maintained, but discussions were ongoing to introduce free and compulsory UPE, with an additional UGX 309 billion expected to increase UPE funding. MOES also highlighted issues with school enrolment data on the Education Management Information System (EMIS), including inflated numbers affecting budgets. To address this, a verification process has been conducted for schools, and a leakage-proof system is needed to determine accurate learner numbers. A

verification template has been sent to LGs for submission, which will influence FY 2025/26 planning figures and FY 2024/25 payments.

LGs raised concerns that MOES officers manage EMIS data instead of LG Officials. They called for a re-design of the system to allow input from LGs, DEOs, and CAOs before submission to the MoES.

It was agreed that:

a) **LGs shall submit the filled verification template to MoES in both soft and hard copy as this will inform the Indicative Planning Figures FY 2025/26 and payment of the quarterly releases FY 2024/25.**
b) **LGs shall monitor upload of school enrolment, promotion of learners on EMIS and validate enrolment of all Education institutions within their jurisdiction before forwarding to MOES to inform planning.**
c) **MOEs shall ensure that allocations of UPE are made with an input of the district.**
d) **MOES shall redesign the system to incorporate the input of the LGs, DEO and the CAO.**
e) **MOES shall continue to advocate for the UGX 309 bn additional resource for implementation of free and compulsory UPE as this will facilitate increment in the unit cost.**

2. **Presidential Pledges**

LGs raised concerns about the management of schools that were completed under Presidential Pledges but left in the hands of the community without proper oversight. They requested that the MoES take responsibility for these schools, as the government had already invested in them. Although monitoring by MOES was being conducted, there has been no follow-up action.

LGs suggested that savings from the Universal Primary Education (UPE) validation process be allocated to these schools.
MoES promised to engage MoFPED on the wage requirement for these schools because they require additional funding. The MoES was encouraged to grant aid and officially code these completed schools to ensure proper management.

It was agreed that:

a) **LGs shall prioritize the implementation of Presidential Pledges in a phased manner.**
b) **MoEs shall advocate for wage provision for new institutions and schools built using Presidential Pledges.**
c) **MoES shall follow up the completed schools under Presidential Pledges and code them.**

3. Staff ceilings for Primary and Secondary Education

The following issues were noted:

a) Staffing ceilings for schools were set 5 or 6 years ago and had become outdated, leading to staffing shortages in LGs.
b) It was, therefore, important for MoES in collaboration with the Ministry of Public Service (MoPS) to review and adjust the staff ceilings at the school level. Subsequently, LGs were struggling to fill vacancies despite having available wage funds. For instance, 109 schools were allocated UGX 10.98 billion for the recruitment of primary teachers.
c) LGs were required to submit requests to recruit teachers, but only one LG complied. Secondary school teacher recruitment funds were provided, but LGs categorized the funds as conditional changing the use of the grant.
d) When teachers are recruited, LGs sometimes claim they lack wages and return them.
e) LGs questioned the unclear criteria used to select schools benefiting from recruitment of primary teachers.
f) LGs were not involved in secondary teacher recruitment by MoES. However, after wage analysis with LGs, MoPS is now expected to issue instructions/ circular allowing LGs with sufficient wage funds to proceed with recruitment.
g) While recruitment to replace vacant positions is allowed, the ban on new recruitment remains which has stifled Service delivery in LGs.
h) There is need for a review of the "7+1 including the Head Teacher" ceiling to at least "7+2 including the head teacher".
i) MOES was not appointing head teachers for UGIFT schools but was instead using overseers until these schools are coded by MoPS. The LGS requested that priority is given to sitting staff /caretakers if they have the qualifications.

It was agreed that:

a) **LGs shall submit their recruitment requests to MoES in time so that they seek for permission from MOPS.**
b) **MOES shall involve LGs in the management of affairs of Secondary School Teachers**
c) **MoES shall notify LGS to ensure wage availability before sending Secondary Teachers**
d) **MOPS shall communicate to LGs to recruit especially those that have surplus wage**
e) **MoES shall follow up and provide feedback to LGs on guidelines on how to integrate sitting Teachers before December 2024**

4. Uganda Secondary Education Expansion Project (USEEP)

LGs emphasized the need for MoES to support new sites not covered by the UGIFT under the Uganda Secondary Education Expansion Project (USEEP).

MoES reported that the evaluation of the USEEP project is ongoing as the UGIFT project is set to end in July 2025.

Currently, only 8 out of 116 secondary schools have been addressed under USEEP. While wage funds and computer resources have been provided, the MoES underscored the importance of completing stalled projects before seeking additional funds.
LGs raised concerns about the failure to terminate underperforming contractors in districts like Ntungamo, Gulu, Omoro, and Ngora. Additionally, they highlighted that not all sub-counties need seed schools, and future expansions (UGIFT 2) should target areas with greater demand.

The importance of LGs formalizing land ownership for UGIFT projects was emphasized. Where land titles cannot be obtained, faith-based organizations had agreed to sign Memorandums of Understanding (MoUs) with the government.

LGs expressed concerns about the inadequacies of the procurement process, which is handled centrally by the ministry key of which was lotting. They felt sidelined in supervising these projects because they were not involved in contractor selection. They called for greater involvement in decision-making and supervision, because decentralization requires MoES to supervise rather than implement projects directly.

Additionally, LGs noted that District Engineers were taking on roles that should be the responsibility for central government engineers, and they called for the MoES to relinquish implementation responsibilities to the LGs.

It was agreed that :

a) **MoEs shall in future programmes prioritize allocating schools in sub-counties where demand is critical.**
b) **LGs shall ensure that all the USEEP schools have land titles or MoUs.**
c) **MoES shall provide the List of LGs that do not have land titles/MoUS with UNAT.**
d) **MoES shall involve the LGs in negotiations and design for future projects.**
e) **MoES shall formally write to the CAOs empowering them to supervise and monitor the USEEP projects.**
f) **MoES shall develop TORs for the parties so that roles are specified clearly from the beginning.**

5. UgIFT -funded Seed Secondary Schools

It was noted with concern that the construction of Seed Secondary Schools under UgIFT phases II and III, as well as the completion of stalled sites from Phase I, should be finalized by July 2025. Additionally, the fencing of these schools must adhere to the specifications outlined in the Planning, Budgeting, and Implementation guidelines. Proper fencing was crucial to prevent theft of computers and encroachment on LG land.

It was agreed that:

a) **LGs shall closely supervise the Seed Secondary Schools construction works including follow up of the contractors to ensure that they complete the works before July 2025.**
b) **LGs shall award contracts for the stalled projects by October 2024.**
c) **LGs shall prioritize resources from within their budgets to fence off the seed schools in a phased manner.**

6. **Maintenance Grant**

LGs raised concerns that the guidelines for the Maintenance Grant guidelines do not cover investment servicing costs. MoES acknowledged that while maintenance grants have been provided, LGs often fail to prioritize the maintenance of dilapidated school facilities and schools affected by disasters during emergencies. However, MoES clarified that the allocation of the maintenance grant is at the discretion of LGs, allowing them to select the beneficiary schools.

Recommendation:

a) **LG shall strictly adhere to the Planning, Budgeting and Implementation guidelines of the Maintenance Grant.**
b) **LGs shall give the first call on Maintenance Grant to the most disadvantaged or badly off schools.**
c) **MoES shall provide guidance on the investment service costs in the guidelines for the maintenance grant.**

7. **Management of Secondary Schools**

LGs reported various challenges in managing secondary schools, most especially their exclusion from the recruitment and appointment of secondary school teachers. Despite their mandate to manage secondary schools and process teacher salaries, LGs have limited involvement in these critical functions. Since secondary education is a decentralized function under the Local Governments Act, LGs believe they should also be responsible for managing and disciplining secondary school teachers, as outlined in Schedule 2, Part 1 and Part 2, of the Constitution (Article 172).

The Ministry reported that consultations to address these issues were ongoing and a concept note was being developed aimed at institutionalizing proper management practices. A validation meeting was going to be held with Local Government Education managers to finalize this process.

It was agreed that UNAT shall write a concept note on the role of Local Governments in managing Secondary Schools and submit it to the MoES and LGFC by December 2024.

8. **Budgeting and allocating the Wage Grant for Secondary Education**

MoES emphasized the need for LGs to allocate wage grant according to its purpose. LGs have been capturing this wage as an unconditional wage grant, which had led to the funds being used for recruiting other non-critical staff rather than the intended cadres. This practice is inappropriate and MoES emphasized the importance of using wage grants for their sole purpose.

MoPS reported that they had invited LGs to carry out a detailed wage analysis as a way of solving misallocations of wage and determining the wage for each LG.

It was agreed that LGs shall endeavor to capture the secondary wage as a conditional wage grant so that it serves its intended purpose.

9. **Teacher Effectiveness and Learner Achievement (TELA) system**

LGs reported that the TELA system was facing operational challenges due to issues with faulty gadgets, poor internet access, and faulty charging systems in some schools. It had also been noticed with concern that some head teachers and teachers were resisting to comply with the TELA system.

It was, therefore, important for MoES in collaboration with the MoPS to link TELA to the Human Capital Information Management System to address absenteeism and enforce disciplinary measures for non-compliance in line with Public Service Standing Orders.

LGs emphasized the need to use rewards and sanctions to manage absenteeism, but challenges remained particularly with the dual reporting system.

MoES reported that it was in process of integrating TELA with other systems. The current and emerging issues will be reviewed and addressed by the end of December 2024.

It was greed that:

a) **MoES shall provide an update on the solutions it has instituted to resolve issues raised on the TELA system by December 2024.**
b) **MoES shall carry out more training to LGs on the use and management of the TELA system in LGs.**
c) **MOES shall issue to LGs a circular on rewards and sanctions for failure to comply with the TELA system as a Government policy**
d) **LGS shall apply absenteeism as one of the assessment measures for the headteachers' performance.**

10. **Career progression in the Education Department**

LGs raised concerns about career progression, specifically the need for a standardized principal position for all LGs to enhance career advancement opportunities for LG staff. LGs reported that their requests for trade-offs were not fully considered by MoPS. Having.

They also highlighted issues with accelerated promotions and the difficulty of trading positions when structures are already filled. LGs believe that including principal positions in the mainstream structure would serve as a significant motivational factor for staff.

In response, MoPS explained that these structures are managed by LGs thus have the liberty to customize them although they require MoPS approval. MoPS also noted that linking career progression and sUcession planning specifically to certain LGs may not be appropriate.

It was agreed that UNAT shall write to the MoPS a concept note on the need to create principal positions in the LGS structures.

11. Recruitment of a Statistician for Education data

The LGs noted the need for a statistician in the education Department to address growing data demands.
The MoES reported that they had recruited 50 support officers attached to various LGs to assist with data related issues. The LGs noted that there should be a consideration for hiring additional staff due to existing data gaps, additionally the current officers are allocated to multiple LGs, leading to insufficient coverage as some officers do not regularly attend to their duties.
LGs are making decisions without adequate data, resulting in emotional rather than data-driven choices.
It was decided that the statistics function should be placed under the planning department, emphasizing the importance informed decision making.

It was greed that:

a) **MoEs shall develop comprehensive Terms of Reference guiding the EMIS Officers on how to perform their duties.**
b) **MoES shall Communicate to the LGs the TORs of the EMIS Officers.**
c) **MoPS shall consider placing a statistician in the LGs' planning units to manage all their statistical needs.**

12. Lower Secondary Curriculum

Schools are facing challenges in understanding and implementing the new curriculum, with more training and technical support needed for teachers. Currently, only a few teachers have been trained on the Lower Secondary School Curriculum, but all teachers should receive training. MoES was supposed to also focus on mass sensitization of parents and private school directors about the curriculum and its requirements.

MOES reported that although implementation of the curriculum was ongoing, limited resources have led to slow progress. Some trainings were being provided by the National Curriculum Development Centre (NCDC) and Uganda National

Examinations Board (UNEB) and emphasized the importance of effective implementation of the Lower Secondary Curriculum.

Instructional materials were delayed due to budget constraints and lack of accurate data, which has disadvantaged some schools.

LGs raised concerns about the alignment of teacher training with the new curriculum, particularly for specific subjects. While subjects like chemistry remain the same, the teaching approach is changing.

It was agreed that:

a) **LGs shall actively follow up on schools to ensure that the Lower Secondary Education Curriculum is implemented according to the guidelines issued by MoES**
b) **MOES shall provide pre-service and in-service training for teachers on the new curriculum**
c) **NCDC shall fast track the transition of the curriculum to A-Level.**
d) **MoES shall induct the newly recruited teachers on the new curriculum.**

13. Participation of ULGA and UAAU in Human Capital Development Programme Reviews.

LGs reported that they were not invited to present on key issues affecting service delivery during the Education and Sports review meetings under the Human Capital Development Programme.
However, MoES clarified that no reviews had been conducted since adopting the program approach. However, the program secretariat, responsible for managing reviews, will be encouraged to invite the Uganda Local Governments Association (ULGA) and Uganda Association of Urban Authorities (UAAU) for future program reviews.

It was agreed that MOES shall follow up with the program secretariat to ensure the involvement of ULGA and UAAU in Human Capital Development Programme Reviews.

14. Sports Development and Oversight Grant

LGs requested an increase in the funding component for sports to improve sports development at the local level. The current funding has been raised from UGX 30 million to UGX 50 million, with UGX 40 million allocated for sports and UGX 10 million for other co-curricular activities, including Music, Dance, and Drama (MDD).

LGs requested that the grant also be increased to UGX 60 million, with UGX 40 million allocated to sports and UGX 20 million to other co-curricular activities sighting that UGX 50 million is insufficient and emphasized the need to increase the Sports Fund, as sports now play a significant role in job creation and talent

development among the youth. They also noted that music is expensive more than sports.

The Ministry of Education and Sports (MoES) reported that the Sports Management Grant has been increased to UGX 40 million for FY 2024/25, up from UGX 30 million in FY 2023/24 appreciated that issue of sharing the resources between sports Music dance and drama and capacity building shall be looked into and provide guidance in the guidelines for FY 2025/26.

It was agreed that:

a) **LGs shall adhere to the Planning, Budgeting and Implementation guidelines of the Sports Development and Cocurricular Grant.**
b) **MoES shall provide to LGs updated guidelines on the Sports Development and Cocurricular Grant.**

15. Suspension of Vehicle Purchases

LGs reported that they were finding it difficult to offer service delivery without vehicles since there was a suspension on vehicle purchase. In addition, Inspectors of Schools were recruited but had no motorcycles to do inspection. They proposed that the ban be lifted and LGs be allowed to procure vehicles. In addition, MOES should prioritize and budget for procurement of motorcycles for School Inspectors.

MoES reported that they had purchased vehicles for the education department but they had instead been taken over by other officers.

It was agreed that MOFPED shall study the need for lifting the ban on procurement of Motor vehicles and provide feedback/ guidance to the LGs.

16. Salary Enhancement for Arts Teachers

LGS noted that the introduction of different pay structures for Arts and Science teachers had led to administrative issues in schools and was negatively impacting service delivery. Despite higher pay for science teachers, some were opting for early retirement. There was need urgently revisit and address this issue to improve motivation among Arts staff.

It was also noted that the increase in salaries for science teachers had not translated into improved results in that department.
LGs further reported that the science head teachers were not benefiting from the salary enhancement. MoES noted that this issue was being addressed and the science head teachers would receive a salary enhancement.

The Ministry of Public Service (MoPS) reported that they were working on a pay enhancement plan for all civil servants but would depend on available resources.

It was agreed that MoPS shall expedite the pay enhancement plan for all civil servants.

17. Regional Medical Boards

The LGs reported that the beneficiaries were travelling long distances to reach the regional medical boards. Additionally, these Boards were not facilitated to implement their mandate which stifled service delivery.

It was agreed that LGFC shall write to the Ministry of Health on the need to facilitate the Regional Medical Boards to deliver efficient services.

18. Vacuum in teachers as a result of the phasing out of PTCs

Local Governments (LGs) reported that Grade 3 teachers, who previously completed O-Level education, were no longer being trained by Primary Teacher Colleges (PTCs) due to a policy shift requiring A-Level completion. This change had led to 180 teachers applying for early retirement, which could significantly impact the education sector. LGs had requested the Ministry of Education and Sports (MoES) to address the capacity vacuum created by this policy shift.

MoES reported that it had commissioned research on the issue of early retirement, and the Uganda National Institute of Teacher Education is working to address the situation by planning to train more teachers to fill the gap. Additionally, Kyambogo University is actively recruiting and training primary teachers to help mitigate the impact of the policy change.

LGs noted that the requirement for a degree for all teachers is unrealistic because certain levels of teaching do not necessarily require a degree for example the nursery school education and primary school education. The graduate teachers would subsequently require salary enhancement, therefore, the government should be ready to incur the additional cost.

MoES noted that payment shall not be an issue because the law is clear on the salary for particular qualifications and that they will create councils for teachers that will advocate and solve their issues.

It was agreed that:

a) **MOES shall communicate to LGs on the plan to manage teacher training needs.**

b) **MoES shall disseminate to the LGs information regarding the degree policy for teachers.**

19. Hard to reach and hard to stay Urban Councils

LGs reported that the urban councils in Kasese, Kisoro, and Napak, identified as hard-to-stay areas, had not been adequately considered in the allocation criteria. They requested the MoES and the MoPS to revise the criteria for hard-to-reach and hard-to-stay locations.

MoPS reported that the policy for hard-to-reach areas had been reviewed, and a new framework for identifying hard-to-reach and hard-to-stay spots was prepared pending implementation. LGs were encouraged to submit evidence of these hard-to-stay areas to MoPS to ensure they are considered in future allocations.

It was agreed that:

a) **MoPS shall disseminate the Hard-to-Reach framework to all LGs during the Regional LG budget Consultative Workshops for FY 2025/26.**
b) **UNAT shall write to the MoPS on the specific hard to reach and stay Urban Councils that need to be covered under the hard-to-reach allocation criteria.**
c) **MoPS shall verify the LGs proposed by UNAT.**

20. Need to study the cost of delivering Education and other decentralized services

The LGs noted the need for the LGFC to undertake a comprehensive study of the cost of education and other decentralized services to guide resource allocation to LGs. This would provide answers to reasons why Private schools are performing better than Government schools.

It was agreed that the LGFC shall conduct the study on the cost of delivering social services and shall involve all key stakeholders.

21. Support to Special Needs Education

MOES reported that they had provided Special Needs Education (SNE) instructional materials to promote inclusiveness for learners. However, there were delays in delivering these materials to the intended beneficiaries.

It was agreed that:

a) **LGs shall enhance monitoring of education programmes within their jurisdiction for effective implementation.**
b) **LGs shall promptly distribute the SNE instructional materials to the intended beneficiaries.**

22. Re-designing Classrooms

LGs noted that primary school classrooms were being used as examination venues since majority of the UPE schools do not have multi-purpose halls that can be used for end of cycle examinations such as PLE. The current size of classrooms cannot accommodate 25 candidates according to the recommended spacing by UNEB, hence, many classrooms have to be used during PLE examinations. This necessitates more invigilators which is expensive for the LGs. LGs requested the Ministry to review classroom designs into larger rooms that are responsive to the number of students expected to sit PLE in the future.

It was agreed that MoEs shall in consultation with LGs study the need to review classroom designs to cater for future examination needs.

23. Guidance and Counselling Grant

LGs reported with concern that they had many stressed learners, teachers and administrators that needed constant guidance and counselling. While the LG structures provided for a Guidance and Counselling Education Officer, unfortunately this Office does not have a budget and finds it difficult to carry out its mandate. A budget of at least 3,000,000 per year was proposed for each LG.

It was agreed that MOES shall prioritize funds for the Guidance and Counselling Education Officers depending on the ceiling provided by MoFPED.

IN WITNESS WHEREOF the appointed representatives of Parties hereto have set their hands on this agreement on the day, month and year first above written.

Signed for and on behalf of Local Governments

Mr. Richard Rwabuhinga .....

Authorized Representative, UNAT

Signed for and on behalf of the Ministry of Education and Sports

Mr. Ismael Mulindwa .....

Authorized Representative, MoES

IN WITNESS HEREOF: (Authorized Representatives)

Hon. Isaac Musumba Isanga .....
Local Government Finance Commission

Mr. Silver Tindizirarira .....
Ministry of Local Government

Mr. Charles Matovu .....
Ministry of Finance, Planning & Economic Development

Mr. Adam Tusiime .....
Ministry of Public Service

Mr. Dhikusooka Gyaviira .....
National Planning Authority

Mr. Nathan Otutu .....
Office of the Prime Minister

Ms. Manasseh Kwihangana .....
Equal Opportunities Commission