



PARLIAMENT OF UGANDA

**REPORT OF THE COMMITTEE ON EDUCATION AND SPORTS ON THE
MOTION FOR A RESOLUTION OF PARLIAMENT URGING
GOVERNMENT TO ADDRESS THE EXORBITANT TUITION AND NON-
TUITION FEES CHARGED BY GOVERNMENT GRANT-AIDED SCHOOLS.**

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Office of the Clerk to Parliament
Parliament of Uganda
Parliamentary Buildings
KAMPALA

January, 2023

1.0 INTRODUCTION.



Rt. Hon. Speaker and Members,

You will recall that on 9th February, 2022, Hon. Achieng Sarah Opendi, Tororo District Woman Representative tabled before this August House, a Motion for a Resolution of Parliament urging Government to address the Exorbitant Tuition and Non-Tuition fees charged by Government grant-aided schools. The Motion carried the following prayers:

- (1) That Government intervenes in the fees structure for Government grant-aided schools; and streamlines the tuition and non-tuition fees charged by Government grant-aided schools.
- (2) That Government justifies why it continues to give statutory grants to Government grant-aided schools that charge exorbitant tuition and non-tuition fees.
- (3) Government grant-aided schools pay tuition and non-tuition fees into the Consolidated Fund.
- (4) Government posts sufficient teaching and non-teaching staff to Government grant-aided schools and pays their salaries and wages.

Rt. Hon. Speaker, upon debate on the Motion, you tasked the House's Sectoral Committee on Education and Sports to scrutinize the Motion and report back to the House.

Relatedly, on Tuesday 16 August, 2022 during the proceedings of the House, Hon. Opio Samuel Acuti, MP Kileleshwa North raised a matter of National importance on the planned increase of school fees by the National Private Education Institutions Association during the third term of the year 2022 premised on the rising commodity prices. Subsequently the Speaker referred the matter to the Committee.

Upon scrutiny of the matter, the Committee observed that the matter closely relates to the motion previously referred to the Committee and therefore resolved to handle them together.



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2.0 BACKGROUND TO THE MOTION.

Rt. Hon. Speaker and Hon. Members,

Government grant-aided schools are schools which are jointly managed by the foundation body and Government and receive statutory grants in the form of aid from Government.


Section 8 of the Education (Pre-Primary, Primary and Post-Primary) Act, 2008 spells out the responsibilities of Government towards Government grant-aided education institutions including; ensuring that trained teachers are deployed; paying salaries and allowances to teachers; paying salaries and wages to all established non-teaching staff; paying statutory grants; providing educational materials and other capital development inputs, among others.

On the other hand, Section 5 (3) of the Education (Pre-Primary, Primary and Post-Primary) Act, 2008 provides for the responsibility of the foundation body, which include—

- (a) participating in ensuring proper management of schools of their foundation;
- (b) ensuring the promotion of religious, cultural and moral values and attitudes in schools of their foundation;
- (c) participating in policy formulation;
- (d) participating in education advocacy;
- (e) mobilization of resources for education purposes;
- (f) participating in implementation, monitoring and evaluation of education and services; and
- (g) participating in the designing, development, and implementation, monitoring and reviewing of the curriculum.

From the foregoing legal provisions, Government is mandated to shoulder the biggest financial burden in the running and operations of Government grant aided schools by providing both recurrent and development funding which are essential for the smooth running of schools.

However, Some Government grant-aided schools allege that the charging of such tuition and non-tuition fees is inevitable because Government pays salaries and wages



of only a small percentage of the teaching and non-teaching staff. In addition, there are many other expenses involved in running the schools including utilities and the infrastructure needed for students and staff which Government hardly provides for.

According to Schedule 3 paragraph 10 (d) of the Education (Pre-primary, Primary and Post-Primary) Act, 2008, the Boards of Governors of schools are mandated to fix fees and other charges with the approval of the Minister of Education. This is augmented by Section 57 (g) which obligates the Minister to regulate fees payable at any school. In addition, in order to ensure compliance by the Government grant aided schools, section 7 of the Education (Pre-primary, Primary and Post-Primary) Act, 2008 grants the Ministry of Education and Sports powers to determine which schools to continue to be grant aided.

Government through the Ministry of Education and Sports has issued circulars guiding on the issue of increasing school charges by schools. Reference is made to Circular ADM/48/315/01 of October 24, 2017 in regards to the unrealistic and prohibitive school fees set by schools. Another Circular was sent out on 11th January by the Ministry in regards to arbitrary increase of school charges on re-opening of schools for academic year 2022 which was a follow up on initial guidance sent by the MoES on 15th December 2021. (*See Circulars attached as Annex 4*)

From the UBOS statistics report of August 2022, the Inflation as measured by the Consumer Price Index for Uganda for the 12 months to August 2022 increased to 9.0 percent, up from 7.9 percent registered in July 2022. This was mainly driven by the increase in prices of commodities under Core Inflation that increased to 7.2 percent in the year ending August 2022, up from 6.3 percent registered in the year ended July 2022 and this was largely attributed to transport and food crops.

Recognizing the pivotal role the education sector plays in ensuring the realization of Vision 2040, and Sustainable Development Goal 4 which aims at ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, among other objectives.

3.0 METHODOLOGY.


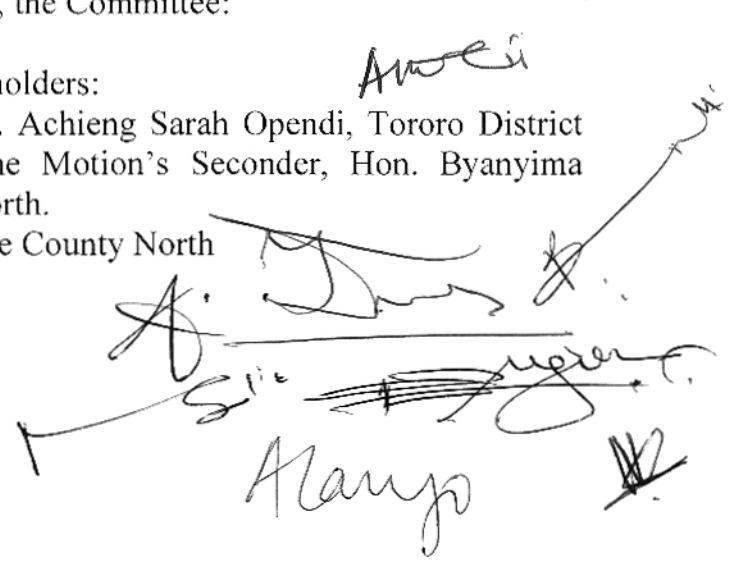
In considering the Motion and related matter, the Committee:


- (a) held meetings with the following stakeholders:
- (i) The Mover of the Motion, Hon. Achieng Sarah Opendi, Tororo District Woman Representative; and the Motion's Seconder, Hon. Byanyima Nathan, MP Bukanga County North.
 - (ii) Hon. Opio Samuel Acuti MP Kole County North

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- (iii) The Hon. Minister of Education and Sports.
 - (iv) The Education Service Commission.
 - (v) Boards of Governors and School Management of **selected** Government grant-aided schools (*meetings held at the Schools' premises*); namely:
 - Kibuli Secondary School.
 - Nabisunsa Girls Secondary School.
 - Kawempe Muslim Secondary School.
 - St. Mary's College, Kisubi.
 - Gayaza High School.
 - Kings' College, Budo.

(b) made reference to; and reviewed the following literature:

- (i) The 1995 Constitution of the Republic of Uganda.
- (ii) The Education [Pre-Primary, Primary and Post-Primary] Act, 2008.
- (iii) International Commitments on Primary Education, particularly the Millennium Development Goals [MDGs], Sustainable Development Goals [SDGs] and the Education for All [EFA] Goals.
- (iv) Parliamentary Service Research Report on School Fees charged by Government Grant-aided Secondary Schools in Uganda dated August 2022-*Attached as Annex 3.*

4.0 FINDINGS/OBSERVATIONS AND RECOMMENDATIONS.

4.1 That Government intervenes in the fees structure for Government grant-aided schools; and streamlines the tuition and non-tuition fees charged by Government grant-aided schools.

The Committee visited the selected schools and held meetings with the Board of Governors and the school management and below are the findings in regards to the fees structure: *Detailed findings attached as Annex 1* and details on fees structure for the six schools is attached as Annex 2.

Table 1: Average fees structure of the selected six schools.

School	2021-Average	Term 1 2022	Term 2 2022	Term 3 2022
1.Nabisunsa Girls' Secondary School	1,450,000	1,450,000	1,450,000	1,950,000
2.Gayaza High School	1,580,095	1,247,950	1,745,917	1,754,483
3.Kibuli Secondary School	1,386,250	1,386,250	1,386,250	1,995,010
4.Kawempe Muslim Secondary School	1,215,000	1,248,000	1,248,000	1,602,167
5.Kings College Budo	1,365,167	2,341,000	2,125,333	2,026,000
6.St Mary's College Kisubi	1,956,479	2,365,750	2,347,350	2,346,850

Source: From selected six schools visited

- Please note the termly fees are an average of fees charges from all classes S.1 to S.6.
- Termly fees structures attached as annexes.

During the interactions, the Committee was informed that out the six selected schools above that applied for the approval of the school fees increment, only Kibuli SSS had obtained the Ministry's approval as required under the law. However, the rest of the schools informed the Committee that their budgets which were based on the increased fees were approved by the Ministry.

While interacting with the Ministry of Education and Sports on this issue, the Committee was informed by the Ministry that a number of schools had written seeking approval of the Ministry to review their school fees but it was only Kibuli Secondary School that was cleared because it had taken over 10 years without revising its school fees. All the other schools had revised their school fees without clearance from the Ministry.

Observations/Findings

- (1) Gayaza High School charged the lowest fees and fees were only increased in Term one to cater for shortfalls that were as a result of COVID-19 effects and inflation and after that the subsequent terms fees were reduced. For example a 13.4% increment was noted in the fees for S.6 from Ushs 1,534,218 in 2020 to UShs 1,739,150 in 2022.
- (2) Looking at fees structure for Gayaza High School, S.2,3,4 and 6 paid less than UShs 1m for Term one apart from the new classes that is S.1 and 5 that paid a one off of UShs 2,250,750 and 2,245,750 respectively to cater for a set of uniforms, beds and development fund.
- (3) Fees charged by **St Mary's College Kisubi** are highest without anything uniquely different from the other schools. For example a 44% increment was noted in the fees for S.6 in year 2022 compared to year 2018 and this rise in fees was mainly driven by a 63% increment in PTA fees from UShs 809,300 to UShs 1,327, 100, increment of over 100% in renovation fees from UShs 30,000 to UShs 80,000 increment of church dues from UShs 15,500 to UShs 85,500 and introduction of a new item Academic guidance at UShs 82,000. Development fees of UShs 160,000 are charged on fees each term.
- (4) Overall, Items that led to increase in fees include, PTA and BOG fees which largely cater for salaries for staff not on the Government Payroll, food expenses

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which were also increased due to inflation and development fees that are largely meant to cater for capital developments at the schools.

- (5) **Kings College Budo** was also charging slightly above UShs 2m and this was attributed largely due to capital developments that the school has to cater for like the burnt dormitory that needs reconstruction and construction of the perimeter wall.
- (6) **Kibuli SS** had not increased its fees for about 8 years and this increment was largely driven by increased costs due to water and sewerage and inflation costs.
- (7) Issue of increased salary for science teachers affected the schools since this led to an increase in PTA funds where salaries for teachers not on government pay roll are drawn and additional top up to motivate the Arts teachers.
- (8) **Kawempe Muslim Secondary School** charges the lowest fees among the six schools visited even after a minimal increment due to inflation and costs associated with sewerage.
- (9) Term one was 14 weeks instead of the usual 12 weeks and this led to an increase in Term one fees to cater for the 2 extra weeks.
- (10) **At Nabisunsa Girls SSS** fees increment is usually driven by some cost for example in 2019 it was due to the school's connection to the main National sewer line and now it was due to the high cost of consumables and fuel.
- (11) Ministry of Education and Sports pledged to construct the school a classroom block at Nabisunsa Girls' SSS to reduce congestion in FY2020/21 but this has not yet been realized.
- (12) The approval of the schools' budgets by the Ministry, which approval was based on the proposed school fees increment implied that the Ministry had approved the increment since it was imbedded in the budget approved.
- (13) The Government has not fully honored its obligations under section 8 of the Education (Pre-Primary, Primary and Post-Primary) Act, 2008.
- (14) Since the enactment of the Education [Pre-Primary, Primary and Post-Primary] Act, 2008, the Minister responsible for education has not come up with a statutory instrument to regulate school in accordance with Section 57(g).

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- (15) That due to the salary disparities for the science and Arts teachers, schools opted to top up salaries for their Arts teachers as a motivation to enhance performance of the students. This also accounted for the increase in PTA funds.

Committee recommendation(s):

The Committee recommends the following:

- (a) *That Government should fully meet its obligations as per Section 8 of the Education (Pre-Primary, Primary and Post-Primary) Act, 2008:*
- (i) *ensuring that trained teachers are deployed;*
 - (ii) *paying salaries and allowances to teachers;*
 - (iii) *appointing heads for Government and grant-aided education institutions and deploying such heads to institutions in consultation with foundation bodies;*
 - (iv) *paying salaries and wages to all established non-teaching staff;*
 - (v) *paying statutory grants;*
 - (vi) *providing educational materials and other capital development inputs;*
 - (vii) *providing national selection and admission guidelines for all pupils or students to be enrolled;*
 - (viii) *monitoring behavior and performance of staff both teaching and non-teaching; and*
 - (ix) *ensuring safety and security of children in schools and all education institutions.*
- (b) *That Government should as a matter of urgency come up with a statutory instrument to regulate the school fees charged by all schools.*
- (c) *That Government hastens the process of increasing salaries for all teachers to avoid the glaring salary disparities.*

4.2 That Government justifies why it continues to give statutory grants to Government grant-aided schools that charge exorbitant tuition and non-tuition fees.

The Committee established that there are constitution provisions that obligate the State to ensure that all Ugandans enjoy rights and opportunities and access to education under Objective XIV (b) of the National Objectives and Directive Principles of State Policy.

Furthermore, the Committee recognises the educational objectives in Objective XVIII of the National Objectives and Directive Principles of State Policy:



- (a) The State shall promote free and compulsory basic education.
- (b) The State shall take appropriate measures to afford every citizen equal opportunity to attain the highest educational standard possible.
- (c) Individuals, religious bodies and other nongovernmental organisations shall be free to found and operate educational institutions if they comply with the general educational policy of the country and maintain national standards.

Section 8 of the Education [Pre-Primary, Primary and Post-Primary] Act, 2008 detail responsibilities of Government towards Government grant-aided schools.

The Committee took note of Sustainable Development Goal 4 which aims at ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all, among other obligations. The Committee was cognizant of the fact that Uganda subscribes to SDGs and by implication Government is compelled to provide inclusive and equitable quality education for all.

Committee observation(s):

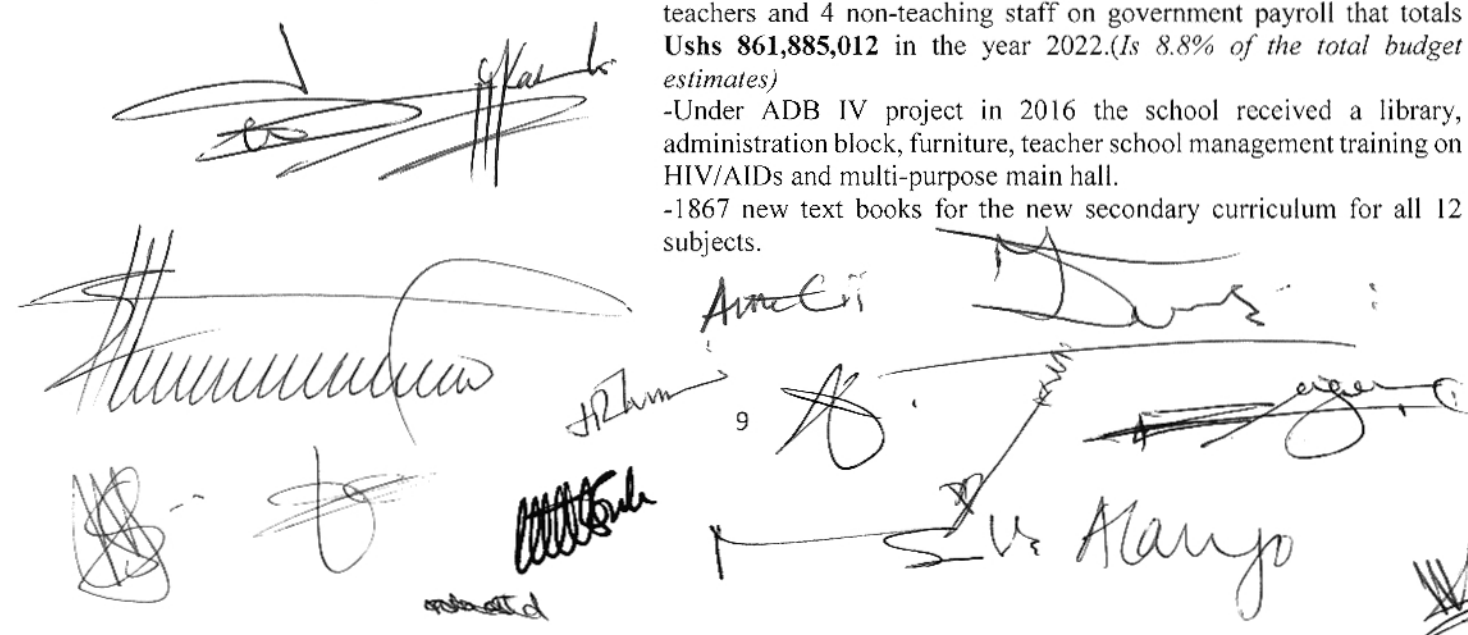
The Committee observed that constitutional provisions relating to education; the Education [Pre-Primary, Primary and Post-Primary] Act, 2008 and international statutory instruments and protocols obligate Government to provide quality education for all.

Findings

The Committee established from its field visits to the six selected government grant-aided schools that Government support was in forms as detailed in Table below.

Table 2: Government Support offered to Government Aided Schools visited.

School	Nature of Gov't Support and amount (Ushs)
1.Nabisunsa Girls' Secondary School	<p>-School receives government support through the wage bill of 60 teachers and 4 non-teaching staff on government payroll that totals Ushs 861,885,012 in the year 2022.(Is 8.8% of the total budget estimates)</p> <p>-Under ADB IV project in 2016 the school received a library, administration block, furniture, teacher school management training on HIV/AIDs and multi-purpose main hall.</p> <p>-1867 new text books for the new secondary curriculum for all 12 subjects.</p>



School	Nature of Gov't Support and amount (Ushs)
2. Gayaza High School	-School receives government support through the wage bill of 37 teachers and 2 non-teaching staff on government payroll that totals Ushs 551,707,000 and a Government grant of Ushs 193,393,000 in the year 2022. <i>(Is 7.4% of the total budget estimates)</i> and; -Infrastructural development includes; Ring Road and Parking areas- Ongoing - Reconstruction of Corby House UShs 898,922,545 in 2021. Completed and Commissioned. -Covid 19 SOPs from Wakiso District in 2021-UShs 3,000,000. -40 Copies per subject of New Curriculum Textbooks –one off in 2022.
3. Kibuli Secondary School	-School receives government support only through the wage bill of 89 teachers and 4 non-teaching staff on government payroll that totals Ushs 2,471,433,636 in the year 2022. <i>(Is 17.4% of the total budget estimates)</i>
4. Kawempe Muslim Secondary School	-School receives government support only through the wage bill of 67 teachers and 5 non-teaching staff on government payroll that totals UShs 1,367,359,236 for the year 2022. <i>(Is 14.3% of the total budget estimates)</i>
5. Kings College Budo	-School receives government support only through the wage bill of 53 teachers and 3 non-teaching staff on government payroll that totals Ushs 761,796,200 in the year 2022. <i>(Is 6% of the total budget estimates)</i>
6. St Mary's College Kisubi	-School receives government support only through the wage bill of 40 teachers and 4 non-teaching staff on government payroll that totals Ushs 353,692,342 in the year 2022. <i>(Is 2.6% of the total budget estimates)</i> and; -The College received Ushs 200,000,000 in the last five (5) years towards the renovation of the main hall and the main library which was used to remove asbestos sheets. -The College has also received s.1 and 2 text books for the new curriculum

Source: From selected six schools visited

Committee recommendation(s)

The Committee recommends the following:

- That Government should further operationalize the constitutional provisions and the Education [Pre-Primary, Primary and Post-Primary] Act, 2008 that relate to education.
- That Government should allocate adequate funds to finance wage bills for all Government grant-aided education institutions so as to fully cover salaries,

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allowances and wages for academic and non-academic staff as well as group employees. This would lessen the burden on the Schools' Board of Governors of ensuring welfare of staff not on Government's Payroll which otherwise tempts Boards to raise tuition fees in a bid to meet and offset schools' administrative overhead costs.

- (c) *That Government should allocate adequate funds to Government grant-aided education institutions based on their annual budgets to enable them finance capital development projects. This would discourage them from listing down capital development funds among the school fees structures.*

4.3 Government grant-aided schools pay tuition and non-tuition fees into the Consolidated Fund.

Section 29 (2) of the Public Finance Management Act, 2015 (Amended), states that revenue collected or received by a vote, state enterprise or public corporation shall be paid into and shall form part of the consolidated fund.

The Committee noted that this Prayer would require Government grant aided schools to deposit school fees collections into the Consolidated Fund which would subject schools to rigorous Government procedures at the time of requisitioning for funds to implement their activities.

Committee Observation(s)

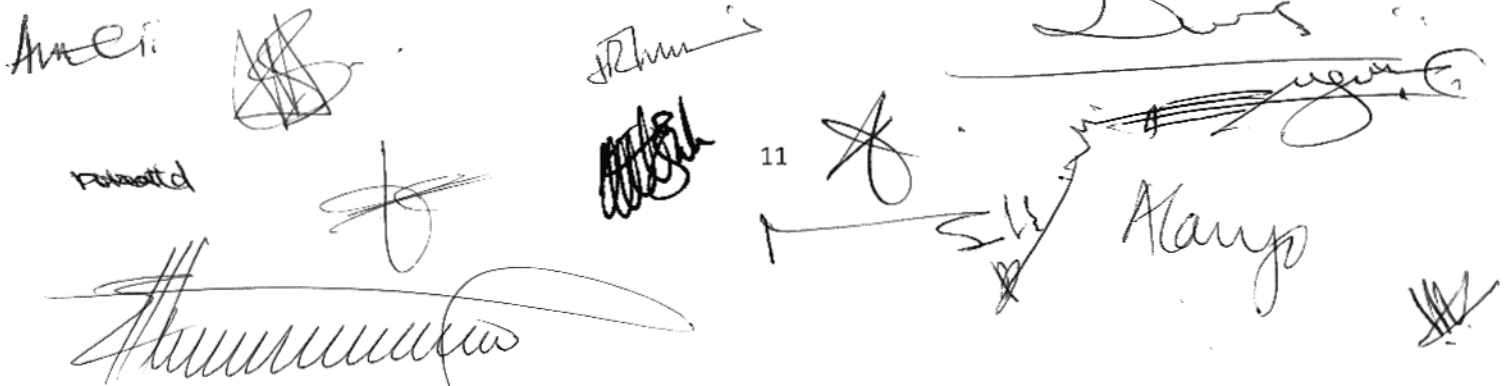
The Committee observed that Government grant-aided schools do not fall within the scope of Section 29(2) of the Public Finance Management Act, 2015 and are not obligated by law to deposit their fees collections into the Consolidated Fund.

Committee Recommendation(s)

The Committee recommends to this House that this prayer should be dropped.

4.4 Government posts sufficient teaching and non-teaching staff to Government grant-aided schools and pays their salaries and wages.

From the total staffing levels of Government grant-aided schools, the Committee established the following as indicated the Table below:




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Table 3: Enrollment of school, staffing levels and amount spent on wage bill. Staff on government payroll and those not on government payroll.

School	Enrollment	Total Staffing	Gov't Payroll	Amount	Staff paid by Board
1.Nabisunsa Girls' Secondary school	1,740	-Teaching-105 teachers. -119 non-teaching and Support Staff. -Total Staffing-224	-60 on gov't payroll-57.1%. -4 Non-teaching staff.	US\$ 0.601bn gov't wage bill (20.2%) against US\$ 2.38bn from School's PTA (79.8%)	-45 teachers are paid by school 42.9%. -115 Non-teaching and Support staff.
	<i>1:8 ratio overall</i>				
	<i>1:17 ratio teaching</i>				
2.Gayaza High School	1,359	-Teaching-76 teachers. -76 non-teaching and Support Staff. -Total Staffing-152	-37 on gov't payroll-48.7%. -2 Non-teaching staff.	US\$ 0.552bn gov't wage bill (24.7%) against US\$ 1.684bn from School's PTA (75.3%)	-39 teachers are paid by school 51.3%. -74 Non-teaching and Support staff.
	<i>1:9 ratio overall</i>				
	<i>1:18 ratio teaching</i>				
3.Kibuli Secondary School	2,549	-Teaching-129 teachers. -101 non-teaching and Support Staff. -Total Staffing-230	-89 on gov't payroll-69%. -4 Non-teaching staff.	US\$ 2.47bn gov't wage bill (50.6%) against US\$ 2.41bn from School's PTA (49.4%)	-40 teachers are paid by school 31%. -97 Non-teaching and Support staff.
	<i>1:11 ratio overall</i>				
	<i>1:20 ratio teaching</i>				
4.Kawempe Muslim Secondary School	2,221	-Teaching-97 teachers. -90 non-teaching and Support Staff. -Total Staffing-187	-67 on gov't payroll-69.1%. -5 Non-teaching staff.	US\$ 1.367bn gov't wage bill (55.1%) against US\$ 1.116bn from School's PTA (44.9%)	-30 teachers are paid by school 31%. -85 Non-teaching and Support staff.
	<i>1:12 ratio overall</i>				
	<i>1:23 ratio teaching</i>				
5.Kings College Budo	1,810	-Teaching-87 teachers.	-53 on gov't payroll- 61%.	US\$ 0.762bn gov't wage bill (25.3%) against US\$ 2.249bn from	-34 teachers are paid by school 39%.



School	Enrollment	Total Staffing	Gov't Payroll	Amount	Staff paid by Board
	1:9 ratio overall	-111 non-teaching and Support Staff.	-3 Non-teaching staff.	School's (74.7%)	PTA -108 support staff
	1:21 ratio teaching	-Total Staffing-198			
6.St Mary's College Kisubi	1,800	-Teaching-97 teachers.	-40 on gov't payroll-41.2%.	US\$0.353bn gov't wage bill (11%) against US\$2.642bn School's (89%)	-57 teachers are paid by school 58.8%.
	1:9 ratio overall	-106 non-teaching and Support Staff.	-5 support staff.		PTA -101 support staff
	1:19 ratio teaching	-Total Staffing-203			

Source: From selected six schools visited

Committee observation(s):

The Committee made the following observations:

- That the overall average ratio of the student staffing [both teaching and non-teaching] is 1:9; and the ratio of student to teaching staff is 1:20 which is commendable as against a recommended 1:21 student teacher ratio.
- That the teachers on Government Payroll that are above 50% are: King's College Budo (61%), Kawempe Muslim SS (69.1%), Kibuli SS (69%) and Nabisunsa Girls' SS (57.1%). However, St Mary's College Kisubi is at 41.2% and Gayaza High School at 48.7%. Therefore, St Mary's College Kisubi has the least number of teachers on Government Payroll.
- That the Government Wage Bill is minimal compared to that of the Schools' Board of Governors because majority non-teaching staff who comprised the majority staff are largely paid by their respective Schools' Boards of Governors. In most schools visited, the Government Wage Bill is below 50% averaging at 20% save for Kibuli SS and Kawempe Muslim SS that is at 50.6% and 55.1% respectively.
- That Government has not fully honored its obligation of ensuring deployment of trained teachers to Government grant-aided education institutions as prescribed under Section 8(a) of the Education [Pre-primary, Primary and Post-Primary] Act, 2008, as the Committee established that a substantial number of academic



staff/trained teachers were employed by the Schools' Board of Governors as compared to a few who were on Government's Payroll

Committee recommendation(s):

The Committee recommends that Government should recruit and post sufficient number of academic staff to various Government grant-aided education institutions and take charge of their welfare. In so doing, Government would be honoring its obligation as prescribed under Section 8(a), (b) and (c) of the Education [Pre-primary, Primary and Post-Primary] Act, 2008.

5.0 THE MATTER ON PLANNED INCREASE OF THIRD TERM SECONDARY SCHOOL FEES BY PRIVATE SECONDARY SCHOOLS ACROSS THE COUNTRY; BY HON. OPIO SAMUEL ACUTI, MP KOLE COUNTY NORTH.

Rt. Hon. Speaker and Members, during the proceedings of the House held on Tuesday 16 August, 2022, Hon. Opio Samuel Acuti, MP Kole County North raised a matter of National importance on the planned increment of Third Term School fees by the National Private Education Institutions Association. The prayers raised in the urgent matter were:

- (1) That Ministry of Education and Sports intervenes to regulate the school fees as mandated by the Education (Pre-Primary, Primary and Post-Primary) Act, 2008.
- (2) That Government comes up with measures to enhance secondary school enrolment in Uganda.

The Committee on Education and Sports held a meeting with Hon. Opio Samuel Acuti, MP Kole County North on Wednesday 31 August, 2022 and observed the following:

- (a) Whereas the urgent matter raised by the Member was premised on school fees increment in private secondary schools across the country, examples given were related to purely Government grant-aided schools which included St. Mary's College Kisubi and Gayaza High School.

- (b) That the matter was raised during Second Term School Holidays and that schools had already issued circulars to parents/guardians detailing school fees for Third Term for the Academic Year 2022; and that some parents/guardians had already paid fees in preparation for beginning of Third Term; and therefore the matter would best be handled in the next Academic Year 2023.

Committee recommendation(s):

The Committee reiterates similar recommendations regarding Government regulating school fees payable to schools.

6.0 CONCLUSION

While considering the Motion for a Resolution of Parliament urging Government to address the exorbitant tuition and non-tuition fees charged by Government grant-aided schools; and the matter raised by Hon. Opio Samuel Acuti, MP Kileleshwa North, the Committee on Education and Sports concludes that Government owes a responsibility to Government grant-aided schools as prescribed under constitutional provisions and the Education [Pre-Primary, Primary and Post-Primary] Act, 2008. However, there is need for Government to fully meet its obligations by funding Government grant-aided schools as envisaged under the aforementioned Act, as this would deter from unnecessary increment of school fees.

The Committee noted with concern disparities in remuneration of science teachers as compared to those teaching Arts subject/humanities; and that this had constrained schools in trying to motivate Arts teachers by topping up their salaries to match the science teachers.

That there was need for Government to come up with a statutory instrument to regulate school fees charged by schools.

Rt. Hon. Speaker and Members,

I beg to report.

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1. Annex 1: Establishment of Schools visited by the Committee

School		Nature of School			Founding Body	Year Established	Student Enrollment
1.Nabisunsa Secondary School	Girls'	Gov't	Aided	All-Girls' Secondary	Family of Late Prince Badru Kakungulu	1954	1,740
2.Gayaza High School		Gov't	Aided	All-Girls' Secondary	Church Missionary Society (CMS)	1905	1,359
3.Kibuli Secondary School		Gov't	Aided	Mixed Girls' and Boys' Boarding School	Uganda Muslim Education Association (UMEA)	1945	2,549
4.Kawempe Secondary School	Muslim	Gov't	Aided	Mixed Girls' and Boys' Boarding and Day School	Uganda Muslim Education Association (UMEA)	1984	2,221
5.Kings College Buddo		Gov't	Aided	Mixed Girls' and Boys' Boarding School	CMS and Buganda Kingdom	1906	1,800
6.St Mary's College Kisubi		Gov't	Aided	All-Boys' Boarding School	White Fathers	1906	1,801

Source: From selected six schools visited

2. Agreement signed between the founding bodies and Government of Uganda

Most of these schools seem to have been subsidized by Government under a general policy directive without necessarily signing any agreements with the founding members of the schools. Most of them became Government Aided in the early 1960s.

3. Any School fees increment and Justification

School	Justification	Consultation with Stakeholders
1.Nabisunsa Girls' Secondary School	<p>-In term one of 2022, the school only generated income from S.1 and S.5 and budget had a shortfall of UShs 454,500,805 so school had to secure an overdraft of Ushs 500,000,000.</p> <p>-Increase in prices of commodities due to inflation.</p> <p>-Hence an increase in fees by UShs 500,000</p>	Meetings held with Parents on 15 th and 16 th June 2022.
2.Gayaza High School	<p>-Fees increment was for only term one 2022 to enable the year start smoothly otherwise fees for term 2 and 3 were maintained as prepared in the budget.</p> <p>-Part of top up fees for S.2, S.3 and S.4 were for uniforms.</p> <p>-Top up fees were as follows S.2- 727,550Ugx, S.3- 572,550 Ugx, S.4- 845,550 Ugx and S.6-845,550Ugx.</p>	Approved during the Annual general meeting of 5 th March 2022.
3.Kibuli Secondary School	<p>-School fees of UShs 1,386,250 was last set in 2016 due to inflation prices of commodities had gone up and no longer tenable.</p> <p>-there was a 6% increment on water utilities from UShs 3,558 to UShs 3,771 per litre hence increasing the water bill from UShs 495,366,348 to UShs 656,895,180.</p> <p>-Implementation of the Lower secondary Curriculum calls for</p>	-BOG meeting held on 3 rd August 2022.




School	Justification	Consultation with Stakeholders
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mobilization of financial resources because of its practical nature and the DIT component of the curriculum.

-Additional infrastructure like computer room and dormitories to accommodate the increasing numbers.

-Hence increment by UShs 608,760

4.Kawempe Muslim Secondary School

-School fees were increased by UShs 200,000 from Ushs 1,300,000 to UShs 1,500,000 in Term three 2022.

-Mainly due to increase in prices of commodities.

School is faced with a sewerage challenge which costs UShs 2,330,000 per week.

-Need to increase classroom space and dormitories due to increased numbers of students.

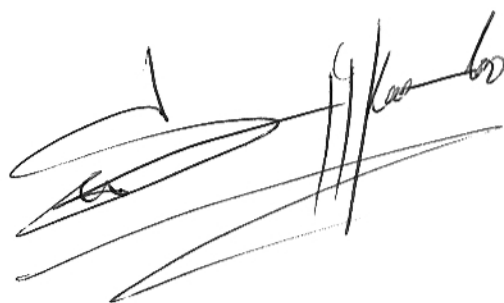
5.Kings College Budo

-Urgent need for reconstruction of Grace House (Girl's Dormitory) BOG meeting held on 23rd December 2021.

-Need to repay loan interest and Principal (2.8bn) for construction of perimeter.

-Cost of security of high level stakeholders is high.


-Escalating Commodity Utility Costs. School is largely science based, cost of running routine practicals.



School	Justification	Consultation with Stakeholders
	-Hence need to increase fees by UShs 844,000 for S.2,UShs 988,000 for S.3 same for candidates including examination fees and set fees for S.1 and S.5 at UShs 2,406,500	
6.St Mary's College Kisubi	-Additional 2 weeks in term to make it 14 weeks instead of 12 weeks led to an increment of Ushs 397,000	PTA meeting held on 19 th March 2022.

Source: From selected six schools visited

4. Challenges and Recommendations

School	Challenges	Recommendations
1.Nabisunsa Girls' Secondary School	 <p>-Limited infrastructure given the increasing student population-class blocks,labs,ICT center,dormitories,dining hall, clinic/sick bay, road network, sports center, bigger mosque, teachers' housing and completion of the perimeter wall bordering the school and Kyambogo.</p> <p>-New Policy on Science teachers has created inequality among science and Arts teachers and administrators hence reduced morale.</p>	<p>-Government should support the school with infrastructural development like classes, dormitories and teachers' houses.</p> <p>-Support through taking up the total wage bill of the teaching staff.</p> <p>-bridge the inequality gap between the Arts, Sciences teachers and administrators at school.</p>

School	Challenges	Recommendations
	<ul style="list-style-type: none"> -Fees defaulters currently totaling to UShs 216 Million. -Project and practical nature of the lower secondary curriculum is costly. -High prices of essential commodities like food and stationery. -Lack of a play field for co-curricular activities. -Low number of staff on government payroll. -Lack of accommodation for staff at school. 	
2.Gayaza High School	<ul style="list-style-type: none"> -Few staff supported by government hence big wage bill. -Fencing all the school land. -Old laboratory buildings. -Inadequate classroom and dormitory space. -Inflation and thus increase in commodity prices. -Cost of maintaining school compound. -Disparities in salaries for Arts and Science teachers. 	<ul style="list-style-type: none"> -More staff on government payroll -Disparity in teachers' and administrator salaries should be looked into by government. -Stakeholders and School founders should be involved when dealing with matters concerning the school. -Need government support to construct new laboratories, classrooms and dormitories.
3.Kibuli Secondary School	<ul style="list-style-type: none"> -High costs in regards to FEASSA games since school is known for sports and 	<ul style="list-style-type: none"> -Request government to assist them compensate the squatters on it to

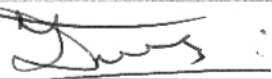

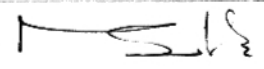
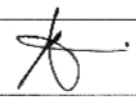
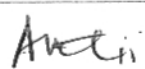

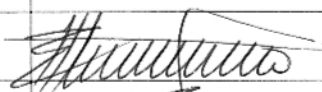


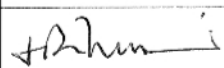

School	Challenges	Recommendations
	usually represents the country.	enable the school expand as planned.
	-inflation hence raising prices of commodities.	-Infrastructural development of classrooms, laboratories and dormitories.
	-School is facing challenges in regards to water and sewerage bills which have increased from Ushs 3,558 to UShs 3,771 hence a bill of Ushs 656,895,180 per year.	-Need for Government to come up with ICT and mobile phone policy in schools to enable regulated e-learning for effective implementation of LSC.
	-New LSC has a skills development component that requires purchase of materials which is an additional cost.	-Government to provide clear guidance on the issue of homosexuality and drug abuse in schools.
	-School is adding 100 more computers in a phased manner due to the demand for interne and computer services.	-Government to take on more staff on government payroll.
	-inadequate infrastructure in regards to dormitories, classrooms and labs to accommodate the students.	-Government to subsidize utilities like water and electricity which are too costly.
4.Kawempe Muslim Secondary School	-Enhancing welfare of staff especially with the salary disparities there is need to motivate the Arts teachers.	-Government to support school with additional infrastructure in regards to classrooms, labs and dormitories due to increased numbers especially after Covid-19.
	-Issue of raising prices for commodities.	
	-School has students talented in sports however they are	

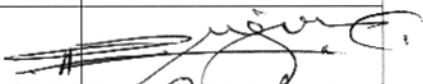
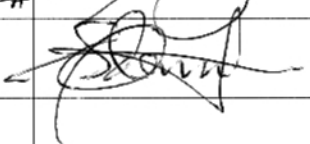
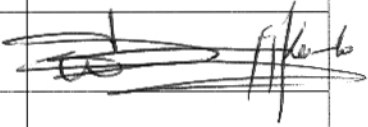

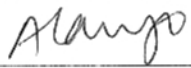
School	Challenges	Recommendations
	<p>always fully sponsored by school when participating in National and International Games.</p> <p>Inadequate infrastructure for classrooms, labs and dormitories.</p> <p>-Challenge of hiring the Cesspool emptier truck at a cost of Ush 2,330,000 per week.</p>	<p>-Government through KCCA to support the school in regards to providing emptier services to reduce on the weekly cost.</p> <p>-Have more staff on government payroll.</p>
5.Kings College Budo	<p>-Very old infrastructure, most of it was constructed before independence.</p> <p>-Still have asbestos sheets on some old buildings.</p> <p>-Challenges of land grabbers and encroachers on the school land.</p> <p>-School loan of Ushs 2.8bn taken to finance the construction of perimeter wall and headmaster's house.</p> <p>In the recent past the College has suffered two serious fires and most recent Grace house and reconstruction is only through school fees.</p>	<p>-Government to take up more staff on government payroll.</p> <p>Government to subsidize College through infrastructural development of classrooms, labs and dormitories.</p> <p>-Assist College secure its land from land grabbers.</p>
6.St Mary's College Kisubi	<p>-Limited space in regards to classrooms, dormitories, laboratories and main hall.</p>	<p>-Government support in regards to improving infrastructure at the College; need 16 O'Level</p>

School	Challenges	Recommendations
	<ul style="list-style-type: none"> -Resources needed for the new LSC are costly. -Rising commodity prices. -Loan facility got by the school of US\$2.55bn. (Was taken for construction of A level block, perimeter wall and sewerage line overhaul). 	<ul style="list-style-type: none"> classrooms, 4 laboratories, O'Level dormitories for 1000 students. -Gov't assist the College offset its loan facility so it can embark on other development projects. -Increase on the number of teachers on the government Payroll.

Source: From selected six schools visited

REPORT OF THE SECTORAL COMMITTEE ON EDUCATION AND SPORTS ON THE MOTION URGING GOVERNMENT TO ADDRESS THE EXORBITANT TUITION AND NON-TUITION FEES CHARGED BY THE GOVERNMENT GRANT-AIDED SCHOOLS

No	NAME	CONSTITUENCY	SIGNATURE
1.	Hon. Twesigye John Ntamuhira Chairperson	BUNYARUGURU COUNTY	
2.	Hon. Eng. Cuthbert Abigaba Mirembe V/Chairperson	KIBALE COUNTY	
3.	Hon. Asiimwe Musiime Molly	RWAMPARA COUNTY	
4.	Hon. Nyakato Dorothy	DWR KITAGWENDA	
5.	Hon. Nyamutoro Phionah	YOUTH NATIONAL	
6.	Hon. Acibu Agnes	PADYERE COUNTY NGGBI DISTRICT	
7.	Hon. Kamateneti Josyline	DWR NTUGAMO	
8.	Hon. Awich Jane	DWR KABERAMAIDO	
9.	Hon. Kubeketerya James	BUNYA COUNTY EAST	
10.	Hon. Lokwang Phillips Illukol	NAPORE WEST COUNTY	
11.	Hon. Mutumba Abdul	KIBOGA WEST COUNTY	
12.	Hon. Etuka Isaac Joakino	UPPER MADI	
13.	Hon. Dr. Taban Sharifah Aate	DWR KOBOKO	
14.	Hon. Paparu Lillian Obiale	DWR ARUA	
15.	Hon. Katusiime Annet Mugisha	DWR BUSHENYI	
16.	Hon. Tibasiimwa Joram Ruranga	OPS WESTERN	
17.	Hon. Bagiire Aggrey Henry	BUNYA WEST	
18.	Hon. Akumu Catherine Mavenjina	REPRESENTATIVE NORTHERN	
19.	Hon. Bingi Patrick Nyanzi	BUTEMBA COUNTY	
20.	Hon. Acon Julius Bua	OTUKE EAST COUNTY	

21.	Hon. Wamala Nambozo Florence	DWR SIRONKO DISTRICT	
22.	Hon. Ongiertho Emmanuel Jor	JONAM COUNTY	
23.	Hon. Oguzu Lee Denis	MARACHA COUNTY	
24.	Hon. Nabukenya Brenda	DWR LUWERO	
25.	Hon. Ssewungu Joseph	KALUNGU WEST	
26.	Hon. Nsamba Patrick Oshabe	KASSANDA NORTH	
27.	Hon. Kakembo Michael	ENTEBBE MUNICIPALITY	
28.	Hon. Katenya Isaac	BULAMBULI COUNTY	
29.	Hon. Rev. Fr. Charles Onen	GULU EAST	
30.	Hon. Macho Geoffrey	BUSIA MUNICIPLAITY	
31.	Hon. Aogon Silas	KUMI MUNICIPALITY	
32.	Hon. Akugizibwe Aled Ronald	BURULI COUNTY	
33.	Hon. Itungo Nathan Twesigye	KASHARI SOUTH COUNTY	
34.	Hon. Ebwalu Jonathan	SOROTI WEST DIVISION	
35.	Hon. Lt. Col. Dr. Jennifer Alanyo	UPDF REPRESENTATIVE	
36.	Hon. Ssuubi Kinyamatama Juliet	DWR RAKAI	

**KIBULI SECONDARY SCHOOL BOARD OF GOVERNORS/SCHOOL MANAGEMENT
REPORT TO THE PARLIAMENTARY COMMITTEE ON EDUCATION AND SPORTS ON
THE ISSUE OF INCREASE IN TUITION AND NON- TUITION FEES CHARGED BY
GOVERNMENT GRANT – AIDED SCHOOLS ON TUESDAY 27TH SEPTEMBER, 2022
AT SCHOOL.**

1.0 INTRODUCTION

Kibuli Secondary School was founded in 1945 by the Uganda Muslim Education Association (UMEA). The land on which the school was constructed was donated by the late Prince Badru Kakungulu. The school became Government of Uganda 'grant – aided' in 1962. It is important to note that a big chunk of the school land is now occupied by squatters.

From 1965 to 1975 the Uganda Government through the 1st and 2nd IDA projects financed by USAID contributed immensely towards the construction of the school's infrastructure, including the Administration block and laboratories. Other facilities at the school were put up by the Aga Khan Foundation, individual members and parents through the Parents and Teachers' Association.

Apart from the monthly salaries to some of the staff on Government payroll, the school does not receive capitation grant. Currently, capitation grants are reserved for Government schools under the Universal Secondary Education program. However, the school may receive a construction grant from government once in a while.

2.0 GOVERNANCE

The school has a 12-member Board of Governors that governs it as per the Education Act (2008) and a Parents and Teachers Association Executive Committee. The Board of Governors is composed of the following individuals (Appendix 1):

i)	Prof. Twaha Kigongo Kaawaase (Ph.D)	-	Chairman
ii)	Hajjat Rehema Naiga Seguya	-	Vice Chairperson
iii)	Mr. Ntege Badru	-	Member
iv)	Prof. Umar Kakumba	-	"
v)	Dr. Joweria Mayanja Teera	-	"
vi)	Dr. Sadaat Nakyejwe Kimuli	-	"
vii)	Dr. Buwembo Kakande	-	"
viii)	Mr. Wasswa Mwanje Muhammed	-	"
ix)	Mr. Serunjogi Abdul	-	"
x)	Hajj Kawooya Abubaker	-	"
xi)	Ms. Natoolo Saidat	-	"
xii)	Hajj Ssemakadde Ibrahim	-	Secretary

3.0 STUDENT ENROLMENT

The school is a full boarding school with a current student population of 2,549 (Two Thousand Five Hundred Forty Nine) of which 2,549 are boys and 1,090 are girls (*Table 1 below*). Although there has been some additions to students and teachers infrastructure over the years, the additions have not been commensurate with the increasing number of students. This has put tremendous pressure on the existing structures that were originally meant to accommodate approximately 1,000 students and has created an urgent need for additional infrastructure going forward.

Table 1: Showing student enrolment by gender and class

Class	Boys	Girls	Total
S1	297	248	545
S2	284	218	502
S3	280	182	462
S4	217	179	396
S5	185	128	313
S6	196	135	331
TOTAL	1,459	1,090	2,549

4.0 STAFF/HUMAN RESOURCE

The school has a total of teaching and non- teaching staff of 230 persons categorized as shown in *Table 2 below*. Of the 230 staff members, the Government of Uganda supports 89 teaching staff and 4 support staff.

Table 2: Category and number of staff

Category	Status	Male	Female	Total
Teachers	Government	68	21	89
Teachers	Board of Governors	28	12	40
Support Staff	Government	1	3	4
Support Staff	Board of Governors	22	18	40
Group Employees	Board of Governors	39	18	57
Total		158	72	230

The full list of staff members is provided under *Appendix 2*.

5.0 STAFF SALARIES AND WAGES

We are grateful to the Government of Uganda through the Ministry of Education and Sports that Salaries for staff on Government payroll have always been the prompt. The 93 staff members on Government payroll receive a total of Ushs.205,952,803/= per month. This amount includes the new salary scale for science teachers. The rest of the staff is

paid for by the Board of Governors through contributions of parents. This intervention amounts to Ug.shs 200,764,186/= for Salaries and wages per month for staff on contract.

6.0 TEACHING AND LEARNING ACTIVITIES

The school is guided by the Ministry of Education and Sports New and Old Secondary School Curriculum as directed by the National Curriculum Development Centre. A summary of the school's performance in UNEB since 2012 is highlighted in *Appendix 3*.

The School is also known for sports. It is a National and East African Champion in several sports and games including Football, Tennis, Badminton, Table Tennis and Handball. It is among the schools to represent the country in the forth coming FEASSA Games in Arusha Tanzania from 13th – 24th September 2022. Sports is among the heavy costs on the school. The table below shows expenditure on sports from 2017.

Table 3: Showing school Expenditure on internal, national and East Africa Sports since 2017.

Year	Amount Ug.Shs.	In	Comment
2017	637,854,206/=		National Champions: Handball boys and girls, Tennis boys and girls, Badminton boys, Basketball boys, 3 rd Netball and football.
2018	511,498,792/=		National champions: Handball boys and girls, Basketball boys, Tennis boys and girls, Badminton boys. FEASSA GAMES: Champion handball girls.
2019	230,156,400/=		National champions: Runners-up Basketball boys, Badminton boys, Tennis boys and girls, Runners-up Handball girls. FEASSA GAMES: Badminton, Tennis girls
2022	189,955,900/=		National Champions: Badminton boys, Tennis boys and girls, Table tennis boys, runners-up in Handball girls and 3 rd in Football boys. FEASSA GAMES: Teams to represent the school- Badminton boys, Tennis boys and girls, Table tennis boys, football boys and handball girls.

N.B: No major sports in 2020/2021 due to Covid-19 pandemic.

The school has contributed immensely to the national football, netball, tennis, basketball and Badminton teams through talent development. The school is gradually reducing expenditure on sports as shown above.

7.0 FURTHER NOTABLE COST DRIVERS

a) Changes in Fuel and Vital Commodity Prices

Since the re-opening of schools in January 2022, the school has been facing challenges in the running of the above school activities. We have made several adjustments within the Budget to ensure smooth operations of the school. The situation was made worse by the increase in fuel and vital commodity prices in Term II 2022. A sample of changed prices is shown in Table 4 below. We realized it was no longer tenable to maintain school fees structure at Ug.shs 1,386,250/= per student per term going forward. The school is audited by the Auditor General of Uganda. It was noted at the end of each financial the school was faced with outstanding amounts payable (See Table 5 below) to suppliers. This points to inability to break-even per year.

Table 4: Price changes in fuel and vital commodities on the open market.

Item	Quantity	Price in April 2021(Ug.X)	Price in March 2022 (Ug.shs)	Price in July 2022 (Ug.shs)
Cooking oil	1 litre	7,065	10,114	11,500
Maize flour	1 kg	1,800	2,080	4,500
Beans	1 kg	3,320	3,500	3,800
Rice	1 kg	3,600	3,900	4,000
Diesel	1 litre	3,420	4,320	6,196

Further details are provided in *appendix 4*. The change in vital commodity prices has a budgetary implication as indicated in table 6 below.

Table 5: Outstanding amounts payable to suppliers at end of each financial year

Year	Amount of Payables
2018	421,066,598/=
2019	276,872,671/=
2020	417,187,477/=
2021	276,088,975/=
2022	326,403,669/=

Table 6: Showing the effect of change in selected commodity prices on the budget

S/n	Description	Budgeted Term II 2022	Actual Term II 2022	Variance for Term II 2022	Budgeted Term III 2022
1.	Food Expenses	434,577,705	864,945,300	(430,367,595)	1,061,611,000
2.	Fuel	17,333,000	18,061,200	(728,200)	34,000,000
3.	Water bill	164,000,000	197,946,296	(33,946,296)	218,965,000
4.	Stationery	29,000,000	43,731,000	(14,731,000)	72,000,000
5.	Sports/Games	15,666,600	82,217,000	(66,550,400)	130,000,000
6.	Skills Development	-	-	-	15,000,000
7.	Science materials	31,583,000	32,465,000	(882,000)	51,583,000
8.	Firewood	15,000,000	18,400,000	(3,400,000)	52,000,000

According to the school budget projections, the break-even point for the school would be attained if every student paid Ug.shs. 2,195,000/= (*appendix 5*) however it was considered prudent to act otherwise.

b) School menu and cost per student

The school has a menu that cannot easily be adjusted. It is a precautionary measure against student unrest. (*See Appendix 6 & 7*).

c) Water Utilities

The school is on the National Water and Sewerage Corporation system for all its water services including being connected to the sewerage line. This implies that we pay **100% tariff** on water charges. There has been a 6% increase on water charges from Ug.shs 3,558/= to Ug.shs 3,771/= per litre. Implying that the water bill has increased from Ug.shs 495,366,348/= to Ug.shs 656,895,180/= per year (*appendix 8*).

d) The New Lower Secondary School Curriculum

The NCDC guidelines for implementation of the New Lower Secondary School Curriculum call for mobilization of financial and other resources by parents, headteachers and Boards of Governors to ensure full implementation of the program.

• DIT skills development Program

The new Lower Secondary School Curriculum has a skills development component that requires purchase of materials for hands on activities like baking, Juice production, Vegetables processing, graphic designing, Tailoring, hair Weaving, Fabrics decoration electronic mechanics, rabbit farming, Computer studies etc (*Appendix 9*). This is an additional cost to the school.

- **Expansion of the Computer Room**

Due to the demand for internet and computer services, the school is installing 100 computers in a phased manner for the benefit of all students but more specifically for the S.1 and S.2 students undertaking the New Lower Secondary School Curriculum that involves use of ICT for research and private study.

- **Additional infrastructure.** There is need to gradually build infrastructure capacity (Hostels, Classrooms, Laboratories e.t.c) of the school in order to accommodate the current numbers of students.

8.0 THE DECISION TO ADJUST FEES

In accordance with the guidance of the Education Act (2008), the Board of Governors on 3rd August 2022 (Minute 7/BOG/8/2022-iii- (*appendix 10*)) met and fully appreciated the above situation. The Board discussed and resolved that in order for the school to break-even and maintain the Academic, Sports activities, Feeding, utilities, staff salaries and wages, it was no longer tenable to maintain the then school fees structure of Ushs 1,386,250/= that was last set in 2016.

The Board therefore resolved to adjust the fees from the previous 2016 level per student per term to Ug.shs.1,995,010/= per student per term i.e an increment of Ugshs. 608,760/=. This position was communicated to the Permanent Secretary, Ministry of Education and Sports seeking approval of the Board of Governors decision. (*Appendix 11*)

9.0 REQUEST TO PARLIAMENT

- (i) We are grateful that Parliament has visited the school to appreciate the above cost drivers that have been exacerbated by the current economic situation. We believe Parliament will support the Board of Governors and the school administration in managing the school amidst the challenges of the time.
- (ii) We appeal to the Ministry of Education and Sports through Parliament to help the school compensate the squatters on its land to enable the planned school expansion.
- (iii) We appeal to Government to access us a grant to construct new laboratories, classrooms and dormitories.
- (iv) We kindly urge Government to urgently avail the mobile phone and ICT policy for schools for effective implementation of the New Lower Secondary School Curriculum.
- (v) We request Government to provide clear guidance to schools on the issues of homosexuality and drug abuse.

- (vi) We appeal to Government to address the staffing gaps in schools.
- (vii) We request Government to subsidize the cost of utilities especially water and electricity which are too costly.

We thank you for sparing time for this institution.

“Seek Knowledge”

Signed:



.....
HAJJ. SSEMAKADDE IBRAHIM
HEADTEACHER/ SEC. – B.O.G



.....
PROF. TWAHA K. KAAWAASE (PhD)
CHAIRPERSON – B.O.G.

KIBULI SECONDARY SCHOOL
P.O.BOX 4216, KAMPALA
FEES STRUCTURE FOR TERM THREE 2022

Class	PTA Contri.	Sesemat	UNSA	ASSHU	Hair	Games	Comp. Sci, Prgm	UNEB Expen.	Mosq.	House Fees	Other Requi.	Develop Funds	Clubs	Pujab	Magazine/ Calendars	School Bus	Year Book	Total
S1	1,375,010	1,000	2,000	2,000	15,000	70,000	50,000		45,000	25,000	205,000	100,000	5,000		50,000	50,000		1,995,010
S2	1,375,010	1,000	2,000	2,000	15,000	70,000	50,000		45,000	25,000	205,000	100,000	5,000		50,000	50,000		1,995,010
S3	1,375,010	1,000	2,000	2,000	15,000	70,000	50,000		45,000	25,000	205,000	100,000	5,000		50,000	50,000		1,995,010
S4	1,375,010	1,000	2,000	2,000	15,000	70,000	50,000	50,000	45,000	25,000	205,000	100,000	5,000		50,000	50,000	50,000	2,095,000
S5	1,375,010	1,000	2,000	2,000	15,000	70,000	50,000		45,000	25,000	205,000	100,000	5,000		50,000	50,000		1,995,010
S6	1,375,010	1,000	2,000	2,000	15,000	70,000	50,000	50,000	45,000	25,000	205,000	100,000	5,000	100,000	50,000	50,000	50,000	2,195,000



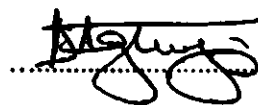
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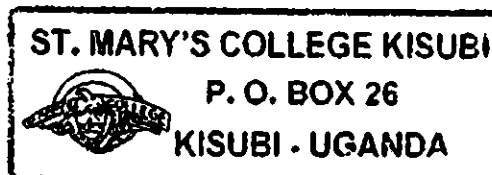
Annex 2.

ST.MARY'S COLLEGE KISUBI
FEES STRUCTURE FOR THE YEAR 2022

SENIOR ONE

	TERM 1	TERM 2	TERM 3
	2022	2022	2022
P.T.A contribution	1,482,100	1,482,100	1,482,100
Tuition fees	55,000	55,000	55,000
Text books	50,000	20,000	20,000
Renovation	80,000	80,000	80,000
Fuel contribution	32,000	32,000	32,000
Computer	23,000	23,000	23,000
Internet	16,000	16,000	16,000
Acua Toilet	38,000	38,000	38,000
Sports/Games	43,900	30,000	30,000
KIWACA Water system	72,500	32,500	32,500
Sanitary /COVID 19	20,000	25,000	25,000
PTA Annual General meeting	15,000	-	-
Development Fees	160,000	160,000	160,000
Swimming pool	22,500	12,500	12,500
Academic guidance	82,000	82,000	82,000
School Magazine	-	20,000	-
School Calander	-	-	20,000
Bank charges	3,000	3,000	3,000
Self reliance/Farm	40,000	40,000	40,000
Purchase of beds	-	100,000	100,000
SUB TOTAL	2,235,000	2,251,100	2,251,100
DELEGATED SERVICES			
Church dues	85,500	85,500	85,500
Insurance	30,000	45,000	45,000
Trust fund	10,000	10,000	10,000
Tutor	20,000	20,000	20,000
SESMAT	1,000	1,000	1,000
Uniforms	455,000	-	-
ASSHU	500	500	500
UNSA	2,000	-	-
SAAF	1,000	1,000	1,000
Saloon	10,000	10,000	10,000
SUB TOTAL	615,000	173,000	173,000
TOTAL	2,850,000	2,424,100	2,424,100


HEAD TEACHER



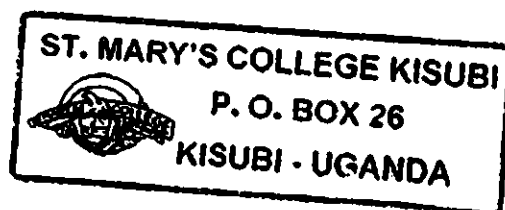
ST.MARY'S COLLEGE KISUBI
FEES STRUCTURE FOR THE YEAR 2022

SENIOR TWO

	TERM 1 2022	TERM 2 2022	TERM 3 2022
P.T.A contribution	1,482,100	1,432,100	1,432,100
Tuition fees	55,000	55,000	55,000
Text books	20,000	20,000	20,000
Renovation	80,000	80,000	80,000
Fuel contribution	32,000	32,000	32,000
Computer	13,000	23,000	23,000
Internet	16,000	16,000	16,000
Acua Toilet	38,000	38,000	38,000
Sports/Games	23,900	30,000	30,000
KIWACA Water system	32,500	32,500	32,500
Sanitary /COVID 19	20,000	25,000	25,000
PTA Annual General meeting	15,000	-	-
Development Fees	160,000	160,000	160,000
Swimming pool	12,500	12,500	12,500
Academic guidance	82,000	82,000	82,000
School Magazine	-	20,000	-
School Calander	-	-	20,000
Bank charges	3,000	3,000	3,000
Self reliance/Farm	20,000	20,000	20,000
SUB TOTAL	2,105,000	2,081,100	2,081,100
DELEGATED SERVICES			
Church dues	85,500	85,500	85,500
Insurance	30,000	45,000	45,000
Trust fund	10,000	10,000	10,000
Tutor	20,000	20,000	20,000
SESMAT	1,000	1,000	1,000
Uniform	83,000	-	-
ASSHU	500	500	500
UNSA	2,000	-	-
SAAF	1,000	1,000	1,000
Saloon	10,000	10,000	10,000
SUB TOTAL	243,000	173,000	173,000
TOTAL	2,348,000	2,254,100	2,254,100



HEAD TEACHER

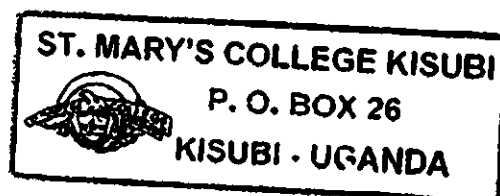


ST. MARY'S COLLEGE KISUBI
FEES STRUCTURE FOR THE YEAR 2022

SENIOR THREE

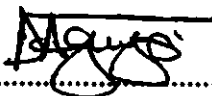
	TERM 1	TERM 2	TERM 3
	2022	2022	2022
P.T.A contribution	158,000	1,432,100	1,432,100
Tuition fees	-	55,000	55,000
Text books	-	20,000	20,000
Renovation	80,000	80,000	80,000
Fuel contribution	32,000	32,000	32,000
Computer	-	23,000	23,000
Internet	-	16,000	16,000
Acua Toilet	-	38,000	38,000
Sports/Games	-	30,000	30,000
KIWACA Water system	72,500	32,500	32,500
Sanitary /COVID 19	20,000	25,000	25,000
PTA Annual General meeting	15,000	-	-
Development Fees	160,000	160,000	160,000
Swimming pool	-	12,500	12,500
Academic guidance	82,000	82,000	82,000
School Magazine	-	20,000	-
School Calander	-	-	20,000
Bank charges	6,000	3,000	3,000
Self reliance/Farm	-	20,000	20,000
SUB TOTAL	625,500	2,081,100	2,081,100
DELEGATED SERVICES			
Church dues	85,500	85,500	85,500
Insurance	30,000	45,000	45,000
Trust fund	10,000	10,000	10,000
Tutor	20,000	20,000	20,000
SESMAT	1,000	1,000	1,000
Uniform	100,000	-	-
ASSHU	500	500	500
UNSA	2,000	-	-
SAAF	1,000	1,000	1,000
Saloon	10,000	10,000	10,000
SUB TOTAL	260,000	173,000	173,000
TOTAL	885,500	2,254,100	2,254,100


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HEAD TEACHER

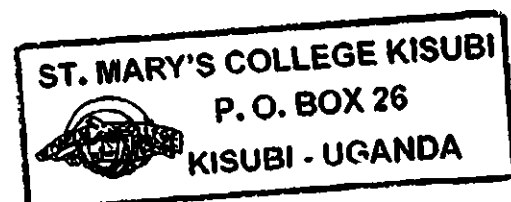


ST.MARY'S COLLEGE KISUBI
FEES STRUCTURE FOR THE YEAR 2022

SENIOR FOUR	TERM 1	TERM 2	TERM 3
	2022	2022	2022
P.T.A contribution	1,482,100	1,326,600	1,326,600
Tuition fees	55,000	55,000	55,000
Text books	20,000	20,000	20,000
Renovation	40,000	80,000	80,000
Fuel contribution	32,000	32,000	32,000
Computer	13,000	23,000	23,000
Internet	16,000	16,000	16,000
Acua Toilet	38,000	38,000	38,000
Sports/Games	23,900	30,000	30,000
KIWACA Water system	32,500	32,500	32,500
Sanitary /COVID 19	20,000	25,000	25,000
PTA Annual General meeting	15,000	-	-
Development Fees	160,000	160,000	160,000
Swimming pool	12,500	12,500	12,500
Academic guidance	58,000	82,000	82,000
School Magazine	-	20,000	-
School Calander	-	-	20,000
Bank charges	3,000	3,000	3,000
Self reliance/Farm	20,000	40,000	40,000
External Mock	-	30,000	30,000
External Facilitators	150,000	150,000	150,000
SUB TOTAL	2,191,000	2,175,600	2,175,600
DELEGATED SERVICES			
Church dues	85,500	85,500	85,500
Insurance	30,000	45,000	45,000
Trust fund	10,000	10,000	10,000
Tutor	20,000	20,000	20,000
SESMAT	1,000	1,000	1,000
Uniform	83,000	-	-
ASSHU	500	500	500
UNEB Registration	164,000	-	-
UNEB Photos & e-Registration	20,000	-	-
UNSA	2,000	-	-
SAAF	1,000	1,000	1,000
Saloon	10,000	10,000	10,000
SUB TOTAL	427,000	173,000	173,000
TOTAL	2,618,000	2,348,600	2,348,600



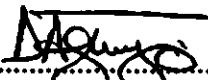
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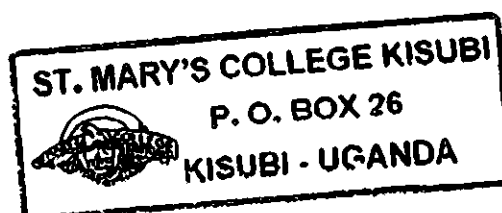


ST.MARY'S COLLEGE KISUBI
FEES STRUCTURE FOR THE YEAR 2022

SENIOR FIVE

	TERM 1	TERM 2	TERM 3
	2022	2022	2022
P.T.A contribution	1,482,100	1,482,100	1,482,100
Tuition fees	55,000	55,000	55,000
Text books	50,000	20,000	20,000
Renovation	80,000	80,000	80,000
Fuel contribution	32,000	32,000	32,000
Computer	23,000	23,000	23,000
Internet	16,000	16,000	16,000
Acua Toilet	38,000	38,000	38,000
Sports/Games	43,900	30,000	30,000
KIWACA Water system	72,500	32,500	32,500
Sanitary /COVID 19	20,000	25,000	25,000
PTA Annual General meeting	15,000	-	-
Development Fees	160,000	160,000	160,000
Swimming pool	22,500	12,500	12,500
Academic guidance	82,000	82,000	82,000
School Magazine	-	20,000	-
School Calander	-	-	20,000
Bank charges	3,000	3,000	3,000
Self reliance/Farm	40,000	40,000	40,000
Purchase of beds	-	100,000	100,000
SUB TOTAL	2,235,000	2,251,100	2,251,100
DELEGATED SERVICES			
Church dues	85,500	85,500	85,500
Insurance	30,000	45,000	45,000
Trust fund	10,000	10,000	10,000
Tutor	20,000	20,000	20,000
SESMAT	1,000	1,000	1,000
ASSHU	500	500	500
UNSA	2,000	-	-
SAAF	1,000	1,000	1,000
Saloon	10,000	10,000	10,000
SUB TOTAL	160,000	173,000	173,000
Uniforms	455,000	-	-
TOTAL	2,850,000	2,424,100	2,424,100

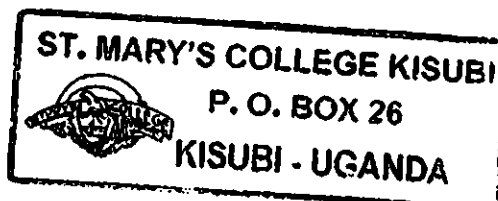

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HEAD TEACHER



ST.MARY'S COLLEGE KISUBI
FEES STRUCTURE FOR THE YEAR 2022

SENIOR SIX			
	TERM 1	TERM 2	TERM 3
	2022	2022	2022
P.T.A contribution	1,482,100	1,327,100	1,327,100
Tuition fees	80,000	80,000	80,000
Text books	20,000	20,000	20,000
Renovation	36,000	80,000	80,000
Fuel contribution	32,000	32,000	32,000
Computer	13,000	23,000	23,000
Internet	16,000	16,000	16,000
Acua Toilet	38,000	38,000	38,000
Sports/Games	23,900	30,000	30,000
KIWACA Water system	32,500	32,500	32,500
Sanitary /COVID 19	20,000	20,000	20,000
PTA Annual General meeting	15,000	-	-
Development Fees	160,000	160,000	160,000
Swimming pool	12,500	12,500	12,500
Academic guidance	40,000	82,000	82,000
School Magazine	-	20,000	-
School Calander	-	-	20,000
Bank charges	3,000	3,000	3,000
Self reliance/Farm	20,000	20,000	20,000
External Mock	-	60,000	-
External Facilitators	150,000	150,000	150,000
SUB TOTAL	2,194,000	2,206,100	2,146,100
DELEGATED SERVICES			
Church dues	85,500	85,500	85,500
Insurance	30,000	45,000	45,000
Trust fund	10,000	10,000	10,000
Tutor	20,000	20,000	20,000
SESMAT	1,000	1,000	1,000
Uniform	83,000	-	-
ASSHU	500	500	500
UNEB Registration	186,000	-	-
UNEB Photos & e-Registration	20,000	-	-
PUJJAB Forms	-	-	57,000
UNSA	2,000	-	-
SAAF	1,000	1,000	1,000
Saloon	10,000	10,000	10,000
SUB TOTAL	449,000	173,000	230,000
TOTAL	2,643,000	2,379,100	2,376,100


HEAD TEACHER





Gayaza High School

Annex 2

P.O. Box 7029, Kampala – Uganda. Tel: +256 772 766 364
Email: admin@gayazahs.sc.ug Website: www.gayazahs.sc.ug

27 September 2022

RESPONSES TO THE CHECKLIST FROM THE PARLIAMENTARY COMMITTEE ON EDUCATION AND SPORTS

Reference is made to the courtesy visit/meeting to our school today by the Parliamentary committee on Education and Sports to discuss the issues of increases in tuition and non-tuition fees charged by Government grant-aided schools. Please find here below the responses to the issues raised.

BACKGROUND

Gayaza High School was founded in 1905 by the Church Missionary Society as the first Girls' Boarding School in Uganda. It is a Church of Uganda school. It is now a Government Aided school under the Church of Uganda (Anglican) of Namirembe Diocese. The school sits on 104 acres of land on Church land.

1. *The kind of agreement signed with the Government by founding bodies.*

Response:

So far, we have not found any signed agreement in place between Gayaza High School and Government.

2. *What kind of support the school gets from the Government?*

Response:

- (i) Paying monthly salaries for Government appointed teaching and technical staff.
- (ii) One-offs. Please refer to response 9 below.

3. *Items the school considers when setting the school fees, how often is this adjusted? (Any Systematic or standardized guideline followed when setting the school fees).*

Response:

- (i) Domestic Expenses
 - Food
 - Firewood
 - LP Gas
 - Equipment and Utensils

(ii) Tuition

- Internal exams
- External Exams
- Library Expenses
- Internet
- Career Guidance
- Special programs and Extra work
- Home Economics
- Art Subjects
- Science Subjects
- Literature and other Languages
- Geography/Environment
- Digital Library
- ICT Expenses
- Refund of School fees
- Stationery and teaching materials

(iii) Transport

- School Bus maintenance
- School Pick-up maintenance
- General transport and off station
- School Bus Fuel
- School Pick-up Fuel

(iv) Administration

- Public Relations and Donations
- Evaluation Workshops
- Postage and Telephone Bills
- Consultancies/Professional fees
- Board and Executive Meetings
- Bank charges
- Security
- Property and Students Insurance
- Staff Medical Insurance Scheme
- Staff Development
- Gayaza Day Expenses
- Identity Cards
- Office Equipment and Fittings
- Staff protective wear and Uniforms
- Staff and Procurement meetings
- Condolences and Burial expenses

NEVER GIVE UP!

(v) **Salaries, wages, and NSSF for Staff (teaching and non-teaching) not on Government Payroll**

(vi) **Co-curricular Activities** (Sports and Games, Music and Drama, Clubs, and entertainment, PIASCY, School Calendar)

(vii) **Development/Repairs:**

(a) Repairs and Maintenance

- Building maintenance
- Compound maintenance
- Office Equipment Service
- Ring Road maintenance
- Swimming Pool Maintenance
- Fire Extinguishers
- Furniture Repairs
- Electrical Equipment maintenance
- Generator maintenance

(b) Utilities

- Electricity Bills
- Water Expenses

(c) Loan Repayment

In the year 2017, the school acquired a loan from Stanbic Bank of UGX 1,000,000,000 with an interest rate of 19.5%. This was used for the construction of the Dining Hall and Swimming Pool Pavilion.

The loan has been fully financed by the parents' contribution and recoverable for the last fourteen equal installments.

During the year 2022, the school has had an obligation of paying UGX 221,084,322 of which UGX 169,981,544 has been recovered leaving a balance of UGX 51,102,778.

(d) Capital Development

- New beds
- Textbooks
- Perimeter wall fencing
- Laboratory Equipment
- Renovations/Wood Land flats
- New Furniture/Fittings
- Water Infrastructure
- Administration Block M & E
- Dining Hall Project/Bathroom

NEVER GIVE UP!

- Corby House reconstruction
- CCTV Cameras
- Fumigation Machine
- New Computers

**School fees adjustments are made only when the need arises and parents are consulted through their body, the Parents-Teachers Association (PTA).*

**The school does not arbitrarily increase fees; any changes are carefully deliberated on considering the environment in which we are operating without compromising the standards and brand of the school.*

4. Number of Students at the school.

Response:

CLASS	ENROLMENT
S.1	328
S.2	284
S.3	274
S.4	215
S.5	143
S.6	115
TOTAL	1359

5. What is the school enrolling capacity approved by the Government for your school?

Response:

None at the moment.

6. Ideal staffing levels Vs current staffing levels. Both teaching and non-teaching staff, the Staff on the Government payroll, and those paid by PTA.

Response:

We have not done a capacity needs assessment yet, but the current staffing levels seem adequate.

NEVER GIVE UP!

7. Stakeholders consulted before adjusting the school fees /any proof of this?

Response:

Extracts from the PTA Minutes and the Head Teacher's school report to the Board are attached.

8. What payment terms are offered to parents at the beginning of the term, especially for parents who cannot pay all the school fees at once?

Response:

Parents are presented with payment slips to pay school fees before the term begins but those who cannot pay all fees at once are considered and a payment plan is agreed upon with the administration.

9. Have the schools benefited from infrastructural development by Government, if yes, by how much?

Response:

#	PARTICULARS	AMOUNT 2020	AMOUNT 2021	AMOUNT 2022	REMARKS
1	Ring Road and parking areas	In-kind by Ministry Works and Transport		Ongoing	Phased progress as per the Ministry
2	Re-construction of Corby House	-	898,922,545	-	Completed and commissioned
3	COVID Sops	-	3,000,000	-	Contribution from Wakiso District
4	New Curriculum Textbooks	-	-	40 copies per subject	One-off during the year 2022

**The grant towards Corby House was after the fire outbreak that gutted the building and was commissioned by the First Lady and Minister of Education and Sports Hon. Janet Kataaha Museveni in 2021.*

10. Staff.

Response:

Gayaza High School currently employs 152 Staff. The table below represents the categories by Appointment and Gender.

	MALE	FEMALE	TOTAL
Teachers Government	15	22	37
Teachers Board	13	26	39
Technical Government	02	00	02
Technical Board	12	09	21
Support Board	36	17	53
TOTAL	78	74	152

NEVER GIVE UP!

Contribution of the Ministry of Education and Sports:

PARTICULARS	GOVERNMENT PAYROLL	BoG/PTA PAYROLL	TOTAL
Teaching Staff	37	39	76
Technical Staff	02	21	23
Support Staff	00	53	53
GRAND TOTAL	39	113	152
	24.20%	75.80%	100%

The school's approved Budget of UGX 7,474,562,200 for the Financial Year 2022 is financed as follows:

- | | | |
|-------|-----------------------------|-------|
| (i) | Government Staff Salaries | 7.4% |
| (ii) | Donations and Contributions | 8.3% |
| (iii) | Parents' Contribution | 84.3% |

11. School Fees Structure for this term (Term III 2022).**Response:**

CLASS	SCHOOL FEES
S1	1,783,150
S2	1,746,150
S3	1,741,150
S4	1,739,150
S5	1,778,150
S6	1,739,150

**This is the total amount of fees paid by students and no extra fees/requirements are demanded during the term.*

12. School Fees Structure for the last three years (2020 – 2022).**Response:**

CLASS	TERM	2020	2021	2022
S1	I	2,113,218	NIL	2,250,750
	II	NIL	NIL	1,721,750
	III	NIL	1,646,750	1,783,150
S2	I	1,544,218	NIL	727,550
	II	NIL	NIL	1,729,750
	III	NIL	NIL	1,746,150
S3	I	1,538,218	NIL	572,550
	II	NIL	1,551,750	1,611,750

NEVER GIVE UP!

CLASS	TERM	2020	2021	2022
	III	NIL	1,350,700	1,741,150
S4	I	1,796,218	1,548,550	845,550
	II	NIL	NIL	1,847,750
	III	1,534,218	NIL	1,739,150
S5	I	2,108,218	NIL	2,245,750
	II	NIL	1,641,750	1,716,750
	III	NIL	1,387,700	1,778,150
S6	I	1,796,218	1,547,550	845,550
	II	NIL	NIL	1,847,750
	III	1,534,218	NIL	1,739,150

**S1 & S5 pay more (one-off) in the first term when joining the school to cater for a set of uniforms, beds, school ID, special induction programs, pocket money, and development fund amongst other things.*

13. Menu.

Response:

The meals consist of Breakfast, Lunch, Evening Tea, and Supper.

The Board of Governors and P.T.A. approved the following items to be served.

- Tea/Coffee/Milk/Porridge/Buns/Eggs
- Posho, Rice, Matooke, Sweet Potatoes, Irish Potatoes, Cassava, Yams, and Maize.
- Beans, Peas, Beef, Chicken, Ground nuts Sauce, Pork (optional), and Fish (occasionally).
- Vegetables
- Fruits (Bananas, Watermelons, Pineapples, Oranges.)

This menu varies from time to time according to the season and is affordable because the school farm provides some of the items.

14. Staff List and qualifications.

Response:

A list of the staff is attached.

15. Government grant-aided schools pay tuition and non-tuition fees into the consolidated fund.

NEVER GIVE UP!

Response:

- (i) This would be administratively cumbersome because of the procedures, bureaucracies, and delay of school urgent activities. This will result in declining and crippling school performance and service delivery and might lead to the total collapse of the school.
- (ii) The nature of the school. It is not owned by the Government and therefore tuition fees cannot be banked on consolidated fund account. The school has many stakeholders including the foundation body and Government, so the school is self-accounting and always audited hence the funds have to go to the school account.

16. Challenges the school is facing.

Response:

- (i) Very few government-supported staff.
- (ii) Fencing of the land.
- (iii) Very old laboratories.
- (iv) Inadequate classroom and dormitory space.
- (v) Increasing commodity prices of various items i.e. fuel, food, utilities, scholastic materials, against a constant fees structure.
- (vi) The cost of maintaining a school with old structures that need high maintenance.
- (vii) The cost of maintaining the large school compound is quite high.
- (viii) The disparity of salaries between the teachers of science and arts subjects. This challenge is being handled by the PTA Executive whose suggestions will be forwarded to the Board.

17. Any recommendations?

Response:

- (i) Request for more Government deployed staff to the school.
- (ii) Government should consider looking into the disparity in salaries for science and arts teachers.
- (iii) Government support in fencing the school land.
- (iv) Request the government to construct modern laboratories and equip them.
- (v) Government should support the school in building new classrooms.
- (vi) The stakeholders and school founders should be involved when dealing with matters concerning their schools.



Rosette Lubwana Kebba

CHAIRPERSON BOARD OF GOVERNORS

NEVER GIVE UP!

APPENDIX 2

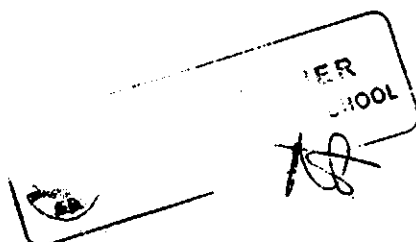
NABISUNSA GIRLS' SCHOOL

SCHOOL FEES STRUCTURE IN TERM 111 2022
(ALL FIGURES IN (U) SHS).

NO.	ITEM	FEES STRUCTURE
		TERM 111
1	Administration	650,662
2	Tuition	247,891
3	Domestic Expenditure	670,800
4	Health & Sanitation	93,679
5	Capital Development	259,095
6	Utilities	127,874
	TOTAL	1,950,000

NOTE

1. The number of students term 111 2022 is 1740
2. Term 111 school fees is Ugx1,950,000
3. There is an increase in administration expenses because of the increased expenditure in staff emoluments
4. There is an increase in domestic expenditures due to the raising prices especially in food items.
5. There is an increase in tuition expenses due to increased stationery and scholastic materials



 NABISUNSA GIRLS' SCHOOL

KAWEMPE MUSLIM SECONDARY SCHOOL
SCHOOL FEES CHARGE FOR TERM III 2022
TERM III HAS 14 WEEKS /98 DAYS

CODE	ITEM	%	UNIT COST PER STUDENT			
			PER TERM	PER MONTH	PER WEEK	PER DAY
2102	Staff salary& PTA	9.9	149,985	46,870	10,713	1,530.46
2103	Accommodation	2.37	35,906	11,221	2,565	366.39
2201	Administration	2.5	37,875	11,836	2,705	386.48
2202	Domstic meals	29.63	448,895	140,280	32,064	4,580.56
2203	Careers Guidance	1.07	16,210	5,066	1,158	165.41
2204	Public relations	0.77	11,666	3,646	833	119.04
2205	Maintenance	3.7	56,055	17,517	4,004	571.99
2006	Meetings	1.37	20,755	6,486	1,483	211.79
2207	Utilities	3.63	54,995	17,186	3,928	561.17
2208	Tuition Stores	18.53	280,729	87,728	20,052	2,864.58
2209	Health & sanitatn	2.64	39,996	12,499	2,857	408.12
2210	Transport	1.47	22,270	6,959	1,591	227.24
2211	Co-curricular	1.36	20,604	6,439	1,472	210.24
2212	Other reccu exp	10.8	163,620	51,131	11,687	1,669.59
3000	Capital dev't	10.26	155,439	48,575	11,103	1,586.11
	TOTAL	100	1,515,000	473,438	108,214	15,459

DETAILS OF VOTE HEADS

CODE	ACTIVITY
2102	STAFF PTA ALLOWANCES
a	Teaching & NonTeaching staff
b	Group employees
2103	ACCOMODATION
a	Teaching & Non teaching staff
b	Group employees
2201	ADMINISTRATION
a	UMEA/ UMTA
b	KAMSA
c	Announcements/media
d	Security
e	Duty expenses
f	Refreshments
g	Students leadership/cnsl
h	Hire of Tents
i	Professional fees
j	Donation/Social contribns
k	ASHU
l	Exam day
m	Staff Uniforms
n	Juma & Zukuli rent
o	NUHU MBOGO
p	Discp. Management
q	KACSA
r	DUWA S4, IDAAD&S6
s	Year Planner/Missio
t	KAHEGOSA
u	Publicity
v	House expenses
w	Salon charges
x	Bank charge
y	Office expenses
2202	DOMESTIC MEALS
a	Student Meals
b	Staff meals
2203	CAREER GUIDANCEE AND COUNSELING
a	Personal talks (counc)
b	Digital Photos
c	Visitation Day
d	Aids day

e	Report collection
f	Performance day
g	Reporting day
h	Careers guidance
2204 PUBLIC RELATIONS	
a	Condolence/Disaster
b	Wedding
c	Juma & Zukuli
d	Red cross
e	Charity
f	WAQF House
2205 MAINTENANCE	
a	General maintenance
b	Fire extinguishers
c	Furniture repair
d	Generator service&repair
e	Office machine servic
f	Electrical repair
g	Compound maintenance
h	Vehicle maintenance
i	Water&sewage system
j	Maintenance of computers
k	Repair lab equipt
l	Valuation of assets
2206 MEETINGS	
a	BOG & PTA meeting
b	Staff meeting
c	HOD meeting
d	Academic & Discip
f	Works& planning
g	Finance meeting
h	Administrative
i	Teachers & parents
j	Procurement
k	Students meeting
2207 UTILITIES	
a	Umeme Bills
b	Water bills
c	Internet Services
d	Electrical materials
e	Telephone/ Postage/Airtime
f	Solar pannels
g	Insurance generator
h	DSTV Subscription
i	Generator fuel &lubricants
2208 TUITION STORES	
a	Stationery

b	Field trips
c	Text books
d	Seminars
e	Newsp'pers&Newsprint
f	Cultural day/trips
g	Workshops
h	Library expenses
i	Binding books
j	Fine Art materials
k	Entertainments
l	Magazines/calenders
m	Staff moivation(O&A)
n	Students Uniforms
o	Year book
p	Facilitation expenses
INTERNAL EXAMS	
q	Beginning of term
r	Mid term
s	End of term
t	Best Performers(studts)
u	Practicals
EXTERNAL EXAMS	
v	UNEB Regn. (O&A)
w	UNECIT theology Reg
x	Exam party (goats)
y	UMTA Mocks
z	PUJAB/JAB/ Entry forms
zi	Science chemicals&equip
2209 HEALTH AND SANITATION	
a	Drugs
b	Medical bills
c	Medical equipment
d	Medical scheme
f	Medical (New students)
g	Cleaning materials
h	Empty soak pit
i	Sanitizers&disinfectant
j	liquid soap
k	Gabbage collection
l	Fumigation
2210 TRANSPORT	
a	Fuel & lubricants
b	Staff travel&Subst Internl
c	Staff travel&Subst Extnl
d	Insurance comprehensive
e	Vehicle License/PMO
Sub total	

2211 CO-CURRICULAR ACTIVITIES

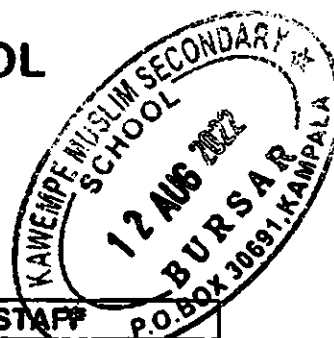
a	Games & Sports Internal
b	Games & Sports External
c	Games equip & materials
d	Music, Dance & Drama

2212 OTHER RECURRENT EXPENDITURE

a	Fees refund
b	Clubs and societies
c	SESEMAT
d	Insurance-Buildings
e	Lease fee/Premium
f	UNSA
g	Creditors
h	Boundary opening

3000 CAPITAL DEVELOPMENT

a	Construction Girls Dmtry
b	Weather station
c	Computers & access 20
d	land Purchase
e	Office Furniture
f	Kungu Project
g	lawn mower
h	perimeter wall contrctn
i	Borehole Drilling
j	Water tank (10000ltrs)
k	Mosque Architectual expansion plan
l	E-learning
m	Metalic Beds
n	Plastic chairs
o	Classroom furniture
p	Tent (100 seater)
q	CCTV Cameras
r	Biodigester septic tank
s	Energy saving stove

KAWEMPE MUSLIM SECONDARY SCHOOL**SCHOOL FEES STRUCTURE FOR TERM III 2022****S1 TERM III 2022**

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,495,000	1,495,000	1,022,000	690,000	690,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,518,000	1,518,000	1,045,000	713,000	713,000

S2 TERM III 2022

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,495,000	1,495,000	1,022,000	690,000	690,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,518,000	1,518,000	1,045,000	713,000	713,000

S3 TERM III 2022

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,495,000	1,495,000	1,022,000	690,000	690,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
FIELD WORK	30,000	30,000	30,000	30,000	30,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,548,000	1,548,000	1,075,000	743,000	743,000

S4 TERM III 2022

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,495,000	1,495,000	1,022,000	690,000	690,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
FACILITATION	100,000	100,000	100,000	100,000	100,000
YEAR BOOK	40,000	40,000	40,000	40,000	40,000
FIELD WORK	30,000	30,000	30,000	30,000	30,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,688,000	1,688,000	1,215,000	883,000	883,000

S5 TERM III 2022

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,495,000	1,495,000	1,022,000	690,000	690,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
FIELD WORK	60,000	60,000	60,000	60,000	60,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,578,000	1,578,000	1,105,000	773,000	773,000

S6 TERM III 2022

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,500,000	1,500,000	1,027,000	695,000	695,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
FACILITATION	100,000	100,000	100,000	100,000	100,000
PUJAB	100,000	100,000	100,000	100,000	100,000
YEAR BOOK	40,000	40,000	40,000	40,000	40,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,763,000	1,763,000	1,290,000	958,000	958,000

S2 THEOLOGY TERM II 2022

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,495,000	1,495,000	1,122,000	790,000	790,000
FACILITATION	100,000	100,000	100,000	100,000	100,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,618,000	1,618,000	1,245,000	913,000	913,000

S1 THEOLOGY TERM III 2022

	BOARDING		DAY	STAFF	
	GIRLS	BOYS		GIRLS	BOYS
FEES	1,495,000	1,495,000	1,122,000	790,000	790,000
MEDICAL FEE	20,000	20,000	20,000	20,000	20,000
BANK CHARGES	3,000	3,000	3,000	3,000	3,000
TOTAL	1,518,000	1,518,000	1,145,000	813,000	813,000

Signed by,


 HAIL MUSERWA BRUHANE
 HEADTEACHER

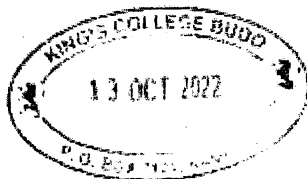
KING'S COLLEGE, BUDO.



GAKYALI MABAGA

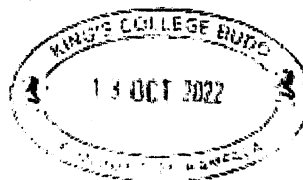
BUDGET ESTIMATES 2022

Presented by the Finance Committee of
the Board of Governor's meeting held on
23rd December 2021.



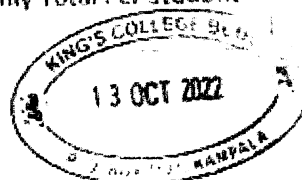
FEE STRUCTURE FOR TERM ONE 2022 (UGANDA SHILLINGS)

Category	Senior 1	Senior 2	Senior 3	Senior 4	Senior 5	Senior 6
Tuition Fees	66,400	66,400	66,400	66,400	66,400	66,400
BOG fees	298,100	298,100	298,100	298,100	298,100	298,100
P.T.A Fees	520,000	520,000	520,000	520,000	520,000	520,000
Domestic	474,500	474,500	474,500	474,500	474,500	474,500
Digital Science	105,000	105,000	105,000	105,000	105,000	105,000
Church Fund	10,000	10,000	10,000	10,000	10,000	10,000
Benevolent Fund	10,000	10,000	10,000	10,000	10,000	10,000
Capital Dev't	600,000	450,000	450,000	450,000	600,000	450,000
UNSA	2,000	2,000	2,000	2,000	2,000	2,000
Swimming fees	20,000	20,000	20,000	20,000	20,000	20,000
UNEB Registration	0	0	0	144,000	0	144,000
Student						
Uniforms/Sports	175,000	175,000	175,000	175,000	175,000	175,000
Student pocket money	22,000	22,000	22,000	22,000	22,000	22,000
Calendar	25,000	25,000	25,000	25,000	25,000	25,000
Bono Magazines	60,000	60,000	60,000	60,000	60,000	60,000
Identity Card	15,000	0	0	0	15,000	0
Termly Total	2,403,000	2,238,000	2,238,000	2,382,000	2,403,000	2,382,000
STUDENT PER CLASS	334	334	334	318	220	210



and year ending 31st December 2021, presented to the Board of Governors on 17th December 2021.

FEES STRUCTURE FOR TERM TWO 2022 (UGANDA SHILLINGS)						
Category	Senior 1	Senior 2	Senior 3	Senior 4	Senior 5	Senior 6
Tuition Fees	66,400	66,400	66,400	66,400	66,400	66,400
BOG fees	298,100	298,100	298,100	298,100	298,100	298,100
P.T.A Fees	520,000	520,000	520,000	520,000	520,000	520,000
Domestic	474,500	474,500	474,500	474,500	474,500	474,500
Digital Science	105,000	105,000	105,000	105,000	105,000	105,000
Church Fund	10,000	10,000	10,000	10,000	10,000	10,000
Benevolent Fund	10,000	10,000	10,000	10,000	10,000	10,000
Swimming fees	20,000	20,000	20,000	20,000	20,000	20,000
UNER REGISTRATION	0	0	0	17,500	0	38,500
Capital Development	600,000	450,000	450,000	450,000	600,000	450,000
Student Uniform/Sports	90,000	90,000	90,000	90,000	90,000	90,000
Student pocket money	22,000	22,000	22,000	22,000	22,000	22,000
Termly Total Per Student	2,216,000	2,066,000	2,066,000	2,083,500	2,216,000	2,104,500
	334	334	334	318	220	210



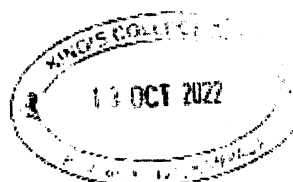
2022/2023 Budget estimates for Term Three 2022 Year Ending 31st December 2022, presented to the Board Of Governors, on 28th December 2021.

20

FEE STRUCTURE FOR TERM THREE 2022 (UGANDA SHILLINGS)

CATEGORY	Senior 1	Senior 2	Senior 3	Senior 4	Senior 5	Senior 6
Tuition Fees	66,400	66,400	66,400	66,400	66,400	66,400
BOG fees	298,100	298,100	298,100	298,100	298,100	298,100
P.T.A Fees	520,000	520,000	520,000	520,000	520,000	520,000
Domestic	474,500	474,500	474,500	474,500	474,500	474,500
Digital Science	105,000	105,000	105,000	105,000	105,000	105,000
Church Fund	10,000	10,000	10,000	10,000	10,000	10,000
Benevolent Fund	10,000	10,000	10,000	10,000	10,000	10,000
Swimming fees	20,000	20,000	20,000	20,000	20,000	20,000
Capital Development	600,000	450,000	450,000	450,000	600,000	450,000
Student pocket money	22,000	22,000	22,000	22,000	22,000	22,000
Termly Total Per Student	2,126,000	1,976,000	1,976,000	1,976,000	2,126,000	1,976,000
No of Students	334	334	334	318	220	210

21





REPORT

DEPARTMENT OF RESEARCH SERVICES

SCHOOL FEES CHARGED BY GOVERNMENT GRANT-AIDED SECONDARY SCHOOLS IN UGANDA

Prepared by:

**Charles Tuhaise, Esther Kigongo, Jackie Bukaya Guma, &
Esther Namugoji, Research Officers**

August 2022

TABLE OF CONTENTS

Table of Contents.....	2
SUMMARY.....	3
1. INTRODUCTION.....	6
2. LEGAL AND POLICY FRAMEWORK	6
3. GOVERNMENT CONTRIBUTION TO GOVERNMENT GRANT-AIDED SCHOOLS.....	7
4. SCHOOL FESS IN GOVERNMENT GRANT-AIDED SCHOOLS	9
5. CAUSES OF HIGH SCHOOLS FEES IN GOVERNMENT GRANT-AIDED SCHOOLS.....	10
6. CONCLUSION.....	13
RECOMMENDATIONS.....	13
REFERENCES:	15

SUMMARY

This report gives information on school fees charged in selected best-performing Government grant-aided schools in Uganda. The schools were purposively selected from all the four regions of the country based on the 2021 Uganda Certificate of Education (UCE) results.

The key findings include:

- The Minister in charge of Education may by statutory instrument make regulations on the fees payable at any school.**
- Government has ceded its responsibility in meeting the educational needs of grant-aided schools to the founding bodies, which in-turn have passed the burden over to the parents through school fees.**
- Government provides partial support and is largely unable to meet the capital development needs of grant-aided schools.**
- The Government usually pays salaries of about half or less of the teaching/academic staff and only a few support staff.**
- There are many other expenses involved in running schools including utilities (electricity and water) that are not met by the government grant.**
- Other factors that determine the school fees in leading grant-aided secondary schools were demand for the service, quality of education and parents income levels.**
- There was no systematic or standardised guidelines used by schools in determining the fees.**
- The average school fees per term among the selected schools was UGX 1,024,600.**
- The lowest school fees averaging UGX 450,000 and UGX 505,300 were charged by St. Andrea Kaahwa's College, Hoima and Comboni College, Lira respectively.**

- Grant aided schools like St. Mary's college Kisubi was charging almost seven times more in fees compared to schools like St. Andrea Kaahwa's College, Hoima.
- Even with Government contribution towards government grant-aided schools, some of these schools across the country charge school fees at a level that reserves access to only financially capable parents.
- Most respondents (88 percent) feared that given the extremely high Bills of running the school, inflation and outstanding debts, reduction in school fees would lead to scaling down operations or even closing the schools.

The study recommended that:

- a. Government of Uganda should re-examine its obligations to grant-aided schools under the Education Act, 2008 and if it's unable to fulfil those obligations, then consider either amending the Act or supporting a smaller number of schools that it can fully support.
- b. The Minister responsible for education should consistently regulate school fees payable in all education institution to ensure that they are not prohibitive and discriminatory to low income earners. The Ministry should also explore other mechanisms for financing grant-aided schools and setting a ceiling on the amount of schools fees.
- c. Government should establish a standard formula by which schools should calculate the fees to levy on students. The formula should take into account the basic standards and fees structure for a school.
- d. Need for dialogue between the Government and the Foundation bodies of grant-aided schools, with a view to agreeing on a method of financing education that takes into account the financial means of majority of parents with moderate economic background.
- e. Deliberate support and special consideration should be accorded to each region to enable well academically performing school(s) to emerge which may indirectly contribute to lowering school fees.

- f. Involve stakeholders in all matters concerning schools fees because some schools don't hold meetings for Parents and Teachers Associations (PTA) and Boards of Governors.
- g. Continuously empower families so they can afford the fees in that schools choice.

1. INTRODUCTION

This report gives information on schools fees charged in selected best-performing Government grant-aided schools in Uganda. The schools were purposively selected based on the 2021 Uganda Certificate of Education (UCE) results. They are from all the four regions of the country (Central, Western, Eastern and Northern regions) and were comparable in academic performance to schools surveyed in Kampala and neighbouring districts of Wakiso and Mukono.

2. LEGAL AND POLICY FRAMEWORK

The legal framework for Education in Uganda is provided for in Article 30 of the 1995 Constitution and the Education (Pre-primary, Primary and Post primary) Act, 2008. Section 8 of the Education Act 2008 clearly spells out the obligations of the Government towards government grant-aided schools, which include:

- i. ensuring that trained teachers are deployed;
- ii. paying salaries and allowances to teachers;
- iii. paying statutory grants;
- iv. paying salaries and allowances to non-teaching staff;
- v. providing educational materials; and
- vi. provision of capital development.¹

Government grant-aided schools are not founded by the Government but receive Government statutory grants and are jointly managed by the foundation bodies and the Government. Section 3 (2) provides that:

- (a) The Minister is, from time to time, to initiate policies and reforms of education as the need arises; and

¹ The Education (Pre – Primary , Primary and Post Primary) Act, 2008, Section 8

(b) The Minister is also expected from time to time, to issue statutory instruments regarding Universal Primary Education, Universal Post-Primary Education and Training, school meals, school charges, school uniforms, management and governance of education institutions in accordance with the Education (pre- primary, primary and post primary) Act.

In addition, the **Minister** may, by statutory instrument, make regulations on the fees payable at any school².

3. GOVERNMENT CONTRIBUTION TO GOVERNMENT GRANT-AIDED SCHOOLS

The study found varying levels in delivery of government obligations to the schools. Table 1 shows Government's obligations to grant-aided schools are partially fulfilled in all schools surveyed. This has led schools to seek alternative ways of managing the schools, including raising funds through school fees. Table 1 below shows the partial fulfilment of Government obligations to the Government grant-aid schools.

Table 1: Fulfilment of Government Obligations to Grant-Aid Schools

No.	Government Obligation	Frequency	Reported by
1	Ensuring that trained teachers are deployed	Partial -some teachers recruited by schools	All Schools
2	Paying salaries and allowances to teachers	Partial -only salaries paid	All Schools
3	Paying statutory grants USE (UGX 55,000) and UPPOLET (UGX 88,000)	Regular	All Schools
4	Paying salaries and allowances to non-teaching staff	Partial - Less than five staff on Gov't. payroll	All Schools
5	Providing educational materials	Irregular -some books and chemicals delivered in at least every two years	All Schools

² Ibid, Section 57.

6	Provision of capital development	Irregular -takes too long for capital dev't request to be provided	Most schools
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Source: Author Compilation

Bukayaa et al (2021) established that the **Government usually pays salaries for a portion of the teaching and non-teaching staff** and is usually unable to post more teachers and non-teaching staff according to the needs of the school. For example, the Government pays for salaries of 90 teachers out of 116 teachers at Old Kampala Senior Secondary School; and four out of 54 support staff at the same school (see table 2). When the schools recruit more teachers or support staff, they have to meet the expenses. The head-teachers also reported that the amount paid by Government as **monthly salary for a teacher is low** for schools to keep teachers working in a competitive labour market environment. Schools also reported they had to top-up payment, to be able to keep good teachers.

Table 2: Number of Staff Paid for in Selected Schools

No	Secondary School	Number of Teachers			Support Staff		
		Gov't payroll	School Payroll	Total	Gov't payroll	School Payroll	Total
1	Old Kampala	90	26	116	4	50	54
2	Mt. St. Mary's College Namagunga	49			4		
3	St. Mary's College Kisubi	48	32	80			93
4	St. Peters Nsambya	56	64	92	4	39	43
5	Kawempe Muslim	73	27	100	5	15	20
6	Kibuli	92	40	132			

Source: Department of Research Services, Parliament of Uganda (2021)

In addition, there are other school expenses such as **utilities (water and electricity)** and **infrastructure** needed by the students and teachers for accommodation, teaching, laboratories, libraries, sports among others. The head-teachers said whenever they inform Government about such needed

infrastructure, the common reply is: *"the Government has no money for that yet"*. The schools therefore include the cost of such infrastructure developments in the school fees paid by parents.

4. SCHOOL FEES IN GOVERNMENT GRANT-AIDED SCHOOLS

Despite government contribution towards government grant-aided schools, some of these schools across the country charge school fees at a level that reserves access to only financially capable parents. The schools have varying fees structures (Annex 2). The average schools fees for selected schools in Kampala in 2021 was UGX 1,872,860 (Bukaya et al, 2021). The average school fees per term among the selected schools surveyed was UGX 1,024,600. Among the schools surveyed, Namilyango College in Mukono, St. Henry Kitovu in Masaka and trinity college nabbingo in Wakiso had the highest fees charged of UGX 1,680,000, UGX 1,620,000 and UGX 1,505,000 respectively (see Table 3 and Annex 2).

Table 3: Average fees for S1 – S6 in various schools visited

Average fees S1-S6		
School	Boarding	day
St. Andrea Kaahwa's College (Hoima)	450,000	250,000
St. Mary's College, Rushorooza (Kabale)	892,000	
Bwera Secondary School (Kasese)	642,500	435,286
Ntare School (Mbarara)	1,255,533	
Trinity College, Nabbingo (Wakiso)	1,505,000	
Gombe Secondary School (Butambala)	1,120,000	
Namilyango College (Mukono)	1,680,000	
St. Henry's College, Kitovu (Masaka)	1,620,000	
St. Joseph's College, Layibi (Gulu)	1,257,400	
Dr. Obote College, Boroboro (Lira)	610,000	
St. Joseph's College, Ombaci (Arua)	1,088,300	
Comboni College, (Lira)	505,300	
Iganga Secondary School (Iganga)	966,733	

Kiira College, Butiki (Jinja)	1,211,139	
Ngora High School (Ngora)	797,250	
Teso College, Aloet (Soroti)	793,333	

Source: Authors Computation 2022

The schools with the lowest school fees were St. Andrea Kaahwa's College in Hoima charging on average UGX 450,000 and Comboni College in Lira charging about UGX 505,300 for students from S1 to S6. These findings show that grant aided schools like St. Mary's college Kisubi was charging almost seven times more in fees compared to schools like St. Andrea Kaahwa's College in Hoima.

Table 4: School Fees in selected Grant-aided schools around Kampala and neighboring districts in 2021.

No	Name of school	School Fees
1.	St Marys' College Kisubi	2,850,000
2.	Gayaza High School	2,235,750
3.	Kawempe Muslim Senior Sec School	1,245,000
4.	Mt St Marys' Namagunga	1,927,250
5.	Kibuli Sen. Sec. school	1,793,250
6.	St Peters' Sen Sec School, N Sambuga	1,185,950

shs 1,927,250

Source: Department of Research Services, Parliament of Uganda (2021)

5. CAUSES OF HIGH SCHOOLS FEES IN GOVERNMENT GRANT-AIDED SCHOOLS

In addition, to paying staff, utilities and infrastructure the other factors that determine the school fees in leading grant-aided secondary schools were demand for the service, quality of education and parents income levels. These other key factors were explained below:

- a. **Demand:** high demand for limited vacancies in the school exerts upward pressure on school fees. To decide who is admitted or not schools set school fees at a level that keeps the number of students competing for the limited vacancies.

"If school fees are reduced, we would have population explosion in the school". Respondent, Namulyango College,

Plot 16-19 Parliament Avenue P.O.Box7178, Kampala, Uganda. Email: research@parliament.go.ug

Mukono

b. Parents' income level: the general income level of the parents seeking vacancies at the school influences the level of school fees charged. For example, the school fees at St. Andrea Kaahwa's College in Hoima and Bwera Secondary school in Kasese are comparatively lower, because the two schools are located in rural districts, where majority of the parents struggle to pay the already low fees, according to the head-teachers.

"Many parents need to be empowered economically so that they are able to pay school fees in time". Respondent, Bwera Secondary School, Kasese

c. Standard and quality of education: Schools aspire to attain and maintain a certain standard or quality of education, usually in form of high academic performance, welfare of students at school (feeding, accommodation and health), co-curricular activities like sports, clubs among others. This aspiration has cost implications in form of a competent teaching staff, non-teaching support employees, infrastructure development and maintenance, utilities (water and electricity) etc. This standard is what parents seek for their children, yet it cannot be wholly financed by the grant-aid funds received from the Government. These school standard requirements are usually discussed in the Parents' Teachers' Association meetings and decisions made on what should be included in the school fees.

"The quality of the school matters a lot. The quality of the parents and teachers is also important. The school can collapse if fees are reduced". Respondent, Namliyangi College, Mukono

On whether it is **feasible for schools to charge lower fees**, all the 16 schools surveyed said that the current school fees barely keep them “afloat” and many have accumulated debts with suppliers. Reducing the fees would mean immediate scaling down of school operations. Most respondents (88 percent) noted that *“given the extremely high Bills of running the school, inflation and outstanding debts, reduction would shut-down operations and close the school.”* It would affect the standards of the school which may result in poor performance. When teachers are not paid well, they would leave the school for better paying schools. Some teachers have masters’ degrees but are paid UGX 700,000 to UGX 800,000.

It was noted that parents in Kampala and surrounding districts can afford higher fees compared to those in rural districts. In addition, good teachers need top-up payment to remain on staff, so schools need money to keep good teachers. A lot of non-teaching staff are paid from income provided by parents, including their welfare and food. In all, some schools charge higher to maintain certain standard of welfare (e.g. feeding) and academic performance.

The respondents made a number of suggestions including the following:

- On the question of how **school fees policy** should be handled, head-teachers supported the participatory approach, where all key stakeholders including: the school administration, Parents and Teachers Associations (PTA), Boards of Governors and Government are consulted to decide school fees. Sixty nine percent (69%) of the respondents rejected as problematic, the idea of setting a maximum “ceiling” amount of school fees, because each school has unique needs, demands and plans.
- Involve stakeholders in all matters concerning schools fees because some schools don’t hold meetings: some PTA are inactive and some Boards of Governors don’t meet.

- That a cap should be placed on the scale (size) of infrastructure developments that parents contribute to, in order to control school fees.
- Government should increase its support to grant-aided schools beyond teachers' salaries, to include infrastructure development, renovation, utilities, feeding, student activities among others in order to have control over school fees charged.
- Empower families from within the locality of a good school, so they can afford the fees in that school, probably through the bursary scheme. It's painful that students from far benefit while those from near cannot get into good schools.

6. CONCLUSION

Government has ceded its responsibility in meeting the educational needs of grant-aided schools to the founding bodies, which in-turn have passed the burden over to the parents through school fees. Government provides partial support and is largely unable to meet the capital development needs of grant-aided schools. The Government usually pays salaries of about half or less of the teaching/academic staff and only a few support staff. There was no systematic or standardised guidelines used by schools in determining the fees. Government grant-aided schools especially in the country-side charge fees below Shs 1,000,000 yet they still performed comparatively well academically. Even with Government contribution towards government grant-aided schools, some of these schools across the country charge school fees at a level that reserves access to only financially capable parents.

RECOMMENDATIONS

- a) The Government of Uganda should re-examine its obligations to grant-aided schools under the Education Act, 2008 and if it's unable to fulfil those

obligations, then consider either amending the Act or supporting a smaller number of schools that it can fully support.

- b) **Continuous review and regulation of School Fees:** The Minister responsible for education in accordance with Section 57 of the Education Act, should consistently regulate school fees payable in all education institution to ensure that they are not prohibitive and discriminatory to low income earners. This should include exploring other mechanisms for financing grant-aided schools and setting ceiling on the amount on schools fees.
- c) **Government should establish a standard formula by which schools should calculate the fees to levy on students.** The formula should take into account the basic standards and fees structure for a school.
- d) **Need for dialogue between the Government and the Foundation bodies of grant-aided schools, with a view to agreeing on a method of financing education that takes into account the financial means of majority of parents with moderate economic background.**
- e) **Deliberate support and special consideration should be accorded to each region to enable well academically performing school(s) to emerge which may indirectly contribute to increasing supply of well performing schools and thereby lowering school fees.**
- f) **Involve stakeholders in all matters concerning schools fees because some schools don't hold meetings for PTA and Boards of Governors.**
- g) **Continuously empower families so they can afford the fees in that schools choice.**

REFERENCES:

Bukaya G. J., Kigongo E., Nuwabiine M. & Tuhaise C. (2021), A Report Inquiring Into "Exorbitant Tuition and Non-Tuition Fees" Charged By Government Grant-Aided Schools, Department Of Research Services, Parliament of Uganda

The Republic of Uganda, The Education (Pre - Primary , Primary and Post Primary) Act, 2008

ANNEX

Annex 1: Schools Surveyed

REGION	SCHOOL	DISTRICT
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CENTRAL	1.	Trinity College Nabbingo	Wakiso
	2.	St. Henry's College,	Masaka
	3.	Namilyango College	Mukono
	4.	Gombe Secondary School	Butambala
EASTERN	5.	Iganga Secondary School	Iganga
	6.	Kiira College, Butiki	Jinja
	7.	Ngora High School	Ngora
	8.	Teso College, Aloet	Soroti
NORTHERN	9.	St. Josephs' College, Layibi	Gulu
	10.	Dr. Obote College, Boroboro	Lira
	11.	St. Joseph's College, Ombachi	Arua
	12.	Comboni College	Lira
WESTERN	13.	Ntare School	Mbarara
	14.	St. Mary's College, Rushorooza	Kabale
	15.	Bwera Secondary School	Kasese
	16.	St. Andrea Kaahwa's College	Hoima

Annex 2: School Fees (UGX) in the Selected Schools in 2022.

WESTERN REGION			NORTHERN REGION	
St. Andrea Kaahwa's College (Hoima)			St. Joseph's College, Layibi (Gulu)	
O-LEVEL	Boarding	400,000	O-level S1 to S4	1,296,900
	Day	200,000	A-Level S5 & S6	1,217,900

WESTERN REGION				NORTHERN REGION			
St. Andrea Kaahwa's College (Hoima)				St. Joseph's College, Layibi (Gulu)			
O-LEVEL	Boarding	400,000		O-level S1 to S4	1,296,900		
	Day	200,000		A-Level S5 & S6	1,217,900		
A-LEVEL	Boarding	500,000					
	Day	300,000		Dr. Obote College, Boroboro (Lira)			
				All classes S1 to S6 610,000			
St. Mary's College, Rushorooza (Kabale)							
S1 & S5 2 nd TERM		887,000		St. Joseph's College, Ombaci (Arua)			
S2, S3, S4, & S6 – 2 nd TERM		897,000		All classes S1 to S6		1,088,300	
Bwera Secondary School (Kasese)				Comboni College, (Lira)			
S1	DAY	310,000		S1 & S5		545,300	
	BOARDING	590,000		S2, S3, S4 & S6		465,300	
S2	DAY	310,000					
	BOARDING	590,000					
S3	DAY	310,000		EASTERN REGION			
	BOARDING	590,000		Iganga Secondary School (Iganga)			
S4	DAY	320,000		S1	960,400		
	BOARDING	620,000		S2	960,400		
S5	DAY	437,500		S3	962,400		
	BOARDING	717,500		S4	971,400		
S6	DAY	467,500		S5	985,400		
	BOARDING	747,500		S6	960,400		
Ntare School (Mbarara)				Kilira College, Butiki (Jinja)			
S1	1,254,700			CLASS	TERM 1	TERM 2	TERM 3
S2	1,254,700			S1	1,497,875	1,260,375	1,245,375
S3	1,254,700			S2	1,155,375	1,160,375	1,145,375
S4	1,254,700			S3	520,375	1,160,375	1,145,375
S5	1,257,200			S4	1,342,250	1,190,375	1,145,375
S6	1,257,200			S5	1,592,875	1,260,375	1,245,375
				S6	1,344,250	1,190,375	1,198,375
CENTRAL REGION							
Trinity College, Nabbingo (Wakiso)				Ngora High School (Ngora)			
All Classes S1 to S6		1,505,000		New Students		958,500	
Gombe Secondary School (Butambala)				Continuing Students 636,000			
All Classes S1 to S6		1,120,000					
Namityango College (Mukono)				Teso College, Aloet (Soroti)			
All Classes S1 to S6		1,680,000		S1	860,000		
St. Henry's College, Kitovu (Masaka)				S2	740,000		
All Classes S1 to S6		1,620,000		S3	740,000		
				S4	740,000		
				S5	900,000		
				S6	780,000		

Annex 3: Anticipated effects if current school fees is reduced.

EFFECT	Number of schools	%	Schools
1 "Given the extremely high Bills of running the school, inflation and outstanding debts, reduction would shut-down operations and close the school."	14	88	1- St. Andrea Kaahwa's College 2- St. Mary's College Rushorooza 3- Bwera Sec School 4- Ntare School 5- Iganga Sec School 6- Kiira College Butiki 7- Ngora High School 8- Teso College, Aloet 9- Dr. Obote College, Boroboro 10- Comboni College, Lira 11- St. Josephs' College, Ombaci 12- St. Joseph's College, Layibi 13- Gombe Sec School 14- St. Henry's College, Kitovu
2 "We would have population explosion in the school; the quality of services delivered would reduce; many activities that we provide would fail; e.g. we wouldn't go for sports".	1	6	Namilyango College
3 "It will affect the standards of the school which may result in poor performance. When teachers are not paid well, they will leave the school for better paying schools. Some teachers have Masters' Degrees but are paid just sh700,000 to sh800,000."	1	6	St. Henry's College, Kitovu
Total	16	100	

REASON	Number of Schools	Schools
1- We are a Boys school. Boys and girls have different eating habits - boys are more physically active and eat more. Catering takes more than 50% of budget.	1	Ntare School
2- A lot of non-teaching staff are paid from income provided by parents, including their welfare and food.	1	Ntare School
3- Good teachers need top-up payment to remain on staff, so schools need money to keep good teachers.	1	Bwera Sec School
4- Some private schools charge less because they have additional donor funds, whereas Govt. founded schools rely entirely on Govt. funds and parents.	1	Bwera Sec School
5- Parents in Kampala and surrounding districts can afford higher fees compared to those in rural districts.	2	1- St. Mary's College Rushorooza 2- St. Andrea Kaahwa's College
6- Demand for available student places in good schools is higher, which drives prices (school fees) higher.	2	1- Bwera Sec School 2- Gombe Sec School
7- Well-to-do Parents in Kampala demand their children be fed better compared to those in rural districts.	1	Bwera Sec School
8- Cost of running a school (food, salaries etc) differs depending on school location (rural vs urban).	2	1- Ngora High school 2- Teso College, Aloet
9- Some schools charge higher to maintain certain standard of welfare (e.g. feeding) and academic performance.	4	2- Dr. Obote College, Boroboro 3- St. Joseph's College, Ombaci 4- St. Henry's College, Kitovu
10- Higher fees is usually parents decision, in order to improve academic performance and staff motivation.	3	1- Comboni College, Lira 2- St. Joseph's College, Ombaci 3- St. Joseph's College, Layibi
11- To motivate teachers and non-teaching staff.	1	Comboni College, Lira
12- For capital development projects of the school.	1	

13- Its true, some schools hike school fees for no good reason.	2	1- Trinity College, Nabbingo 2- St. Henry's College, Kitovu
14- Many private schools use good Govt-paid teachers from neighboring grant-aided schools on part-time basis. They pay them top-up, that's how they manage to charge less school fees.	1	Gombe Sec School
15- Some parents are looking for a brand and are willing to pay more for the brand.	1	Gombe Sec School
16- It also depends on factors like: infrastructure developments; the student population; whether its Boarding or Day School; mixed or single-sex school. Some private schools have a small number of students on a small piece of land and so have lower overhead costs compared to larger traditional schools.	1	St. Henry's College, Kitovu.

Annex 5: Whether Govt. should introduce a maximum "ceiling" amount of school fees for all grant-aided schools.

	Number of schools	%	Schools
YES	5	31	1- St. Andrea Kaahwa's College, Hoima 2- Bwera Sec School 3- St. Josephs' College, Layibi 4- Namilyango College 5- St. Henry's College, Kitovu
NO	11	69	1-St. Mary's College Rushorooza 2- Ntare School 3- Iganga Sec School 4- Kiira College, Butiki 5- Ngora High School 6- Teso College, Aloet 7- Dr. Obote College, Boroboro 8- Comboni College, Lira 9- St. Joseph's College, Ombaci 10- Trinity College, Nabbingo 11- Gombe Sec School
TOTAL	16	100	

Annex 6: Reasons why there should BE a maximum "ceiling" amount of school fees.

	REASON	RESPONDENT
1-	"We have been able to deliver good quality education with low school fees & creativity (farm productivity & renting school bus)"	St. Andrea Kaahwa's College, Hoima
2-	"Schools should be deterred from overcharging, but the ceiling should be based on location, City vs Rural"	Bwera Sec School, Kasese
3-	"Some infrastructure developments within the schools are too much to be borne by poor parents; but its okay for well-off parents to pay more."	St. Josephs' College, Layibi
4-	"There can be a ceiling; for instance maximum could be 2,500,000, which can help to cover everything. But we must recognise that the school is delivering excellent education to Ugandans".	Namilyango College
5-	"There are schools that charge excessive fees, which is unfair to parents. However in setting a ceiling, consider: 1) Standard of school - 1st class, 2nd class etc.; 2) Location - rural v urban."	St. Henry's College, Kitovu

Annex 7: Reasons why there should NOT be a maximum "ceiling" amount of school fees.

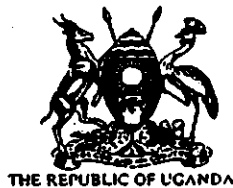
	REASON	RESPONDENT
1-	"Govt. has failed to control prices of fuel, food etc. so why fix school fees, thus making schools unable to operate?"	St. Mary's College Rushorooza
2-	"A ceiling would cause those with fees below the ceiling to also increase towards the ceiling."	Ntare School, Mbarara
3-	"Contingencies would be hard to manage: e.g. sometimes students stay longer at school, prices go up etc. without further bills to parents."	Ntare School, Mbarara
4-	"Each school has unique structure, goals, needs, methods of work, co-curricular activities, economic environment, making it hard to set a ceiling."	1- Iganga Sec School 2- Teso College, Aloet 3- Dr. Obote College, Boroboro 4- Trinity College, Nabbingo 5- Gombe Sec School
5-	"Schools have different structures, management, needs, different enrollment and staffing, so a ceiling amount is difficult to set."	Ngora High School
6-	"Amount of school fees paid depends on what parents have agreed to pay for services rendered to their children."	St. Joseph's College, Ombaci

Annex 8: Schools' Recommendations to Parliament on the issue of School fees

	RECOMMENDATION	RESPONDENT
1-	Let Govt. pay more capitation grant per student to rural schools compared to schools in Kampala and neighboring districts, whose parents can afford higher school fees.	St. Andrea Kaahwa's College, Hoima
2-	The new Curriculum requires additional financial facilitation e.g. each learner undertakes an innovation project. The Govt. should facilitate the costs associated with the new curriculum.	Bwera Sec School, Kasese
3-	The school is under-staffed: we need more Secretaries, Librarians, Lab. Assts, Cleaners, Security Personnel, who should also be on Govt payroll.	Bwera Sec School, Kasese
4-	Involve all key stakeholders in all matters concerning schools fees (be participatory), because some schools don't hold meetings, some PTA Associations are inactive, some Boards of Governors don't meet.	Ntare School, Mbarara
5-	Consider making most schools DAY, which would greatly reduce school fees. E.g. study the example of Mengo Sec School, a day school with excellent academic performance.	Ntare School, Mbarara
6-	Excellent academic performance requires looking for the best teachers, which involves a cost to pay and keep them in a competitive environment.	Ntare School, Mbarara
7-	Iganga Sec School has a unit for the visually impaired students, which is costly to run; e.g., A Braille Machine costs sh4,000,000; JAWS Software costs sh4,000,000; Embosser costs sh100,000,000; Braille Paper costs sh400,000 per ream. The Govt. should provide special financial & policy support of Special Needs Education.	Iganga Secondary School
8-	The Govt. should increase its support to grant-aided schools beyond teachers' salaries, to include infrastructure development, renovation, utilities, feeding, student activities, etc. in order to have control over school fees charged.	1- Kiira College, Butiki 2- Ngora High School 3- Teso College, Aloet 4- St. Josephs College, Ombaci
9-	Let there be uniform Tuition charge for all schools, but different non-tuition charges for each school, depending on its needs.	Ngora High School
10-	Let the Govt. increase capitation grant per child under USE and UPOLET due to change in needs of children over time.	Teso College, Aloet
11-	"Many parents need to be empowered economically so that they are able to pay school fees in time".	Dr. Obote College, Boroboro
12-	Capitation grant has stayed at sh.55,000 for USE and sh.88,000 for UPOLET per student per term since inception in 1997, yet the economy has changed. Please revise to sh100,000 and sh120,000 respectively.	Comboni College, Lira

13-	Govt. should provide more teachers and support staff and pay and motivate them.	St. Joseph's College, Layibi
14-	A cap should be placed on the scale (size) of infrastructure developments that parents contribute to, in order to control school fees.	St. Joseph's College, Layibi
15-	Govt. should put into account regional differences in deciding the issue of school fees. What works in Central region may not work in other regions due to parents' different income means.	Gombe Secondary School
16-	Govt. should provide more bursaries to bright students who cannot afford school fees, on regional, district or constituency basis.	Gombe Secondary School
17-	There is need to empower families from within the locality of a good school, so they can afford the fees in that school, probably through the bursary scheme. Its painful that students from far benefit while those from near cannot get into good schools.	Gombe Secondary School
18-	Govt. should provide food to schools to reduce on school fees. Food constitutes a major expenditure pressure point for schools.	Gombe Secondary School
19-	"The quality of the school matters a lot. The quality of the parents and teachers is also important. The school can collapse if fees are reduced".	Namilyango College
20-	Let Govt. think about teachers' standard of living in order to have a good education in Uganda. Some teachers are not committed anymore; they do not care whether students learn or not, because of how they've been treated compared to other professions. Ensure teachers can also afford a good life.	St. Henry's College, Kitovu

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Kampala, Uganda

In any correspondence on
This subject please quote No. EPD/72/141/01

CIRCULAR NO. 13

11th January, 2022

All Chairpersons

Board of Governors for Secondary Schools (Government and Private)

School Management Committees for Primary Schools (Government and Private)

ARBITRARY INCREASE OF SCHOOL CHARGES ON RE-OPENING OF SCHOOLS FOR ACADEMIC YEAR 2022

As you are aware, Government of Uganda re-opened all Education Institutions for Pre-Primary, Primary and Secondary Schools with effect from Monday 10th January 2022.

Accordingly First Lady and Minister of Education and Sports directed that all schools should maintain fees at the level of Term 1 2020. Initial guidance had also been issued by the Permanent Secretary Ministry of Education and Sports on 15th December 2021 through a Circular addressed to all headteachers of Pre-primary, Primary and Secondary Schools (Government and Private) guiding on how to handle schools fees charges on re-opening of schools on 10th January 2022.

Ministry of Education and Sports has noted that a number of schools especially Boarding Secondary Schools have increased fees dubbed as 'Top Up' in total defiance of the directive issued by the Minister of Education and Sports and contrary to the guidelines issued.

Preliminary investigations reveal that the fees increases were approved by the Board of Governors / School Management Committees but were not forwarded to the Ministry of Education and Sports for approval contrary to the laid down procedures.

In light of the above, all fees increments that have been effected by head teachers constitute unauthorized charges and are hence illegal. All Chairpersons of School Management Committees (For Primary Schools) and Board of Governors (For Secondary Schools) are directed to ensure that;

- (a) The directive issued by the Minister of Education and Sports as part of re-opening of schools that all schools maintain the school fees at the level of Term 1 2020 MUST be adhered to.

- (b) For schools where the parents have already paid the 'Top up fees; the charges should be rolled over to the subsequent terms in academic year 2022, as pre-paid fees. I will require all headteachers of the schools affected to issue a circular to all parents communicating the new developments in any case not later than 17th January 2022.
- (c) All Headteachers of schools charging 'Top Up' fees are required to conduct Board of Governors Special Meetings to review their budget estimates and work plans for academic year 2022 and follow due process.
- (d) All schools MUST within the first six (06) weeks from the date of re-opening (10th January 2022) convene a Parents General Meeting to discuss the Covid-19 Standard Operating Procedures and the fees structure for term 2 and term 3 for academic year 2022.
- (e) Headteachers are further reminded to re-prioritize their expenditures during Term 1 2022 and stay the implementation of Capital Development Projects.
- (f) Schools that have specific and unique issues relating to fees charges are required to follow the laid down procedures as prescribed in earlier circulars on school charges.

Please note that failure to adhere to the directives issued by the Minister of Education and Sports and the guidance issued through this circular will leave me with no other option but to take disciplinary action on errant school authorities.

Be further informed that headteachers failing to observe guidance given in this circular will be held personally responsible for any eventuality arising from their inaction.



Ketty Lamaro

PERMANENT SECRETARY

Copy to: First Lady and Minister of Education and Sports
Minister of State for Higher Education
Minister of State for Primary Education
Minister of State for Sports
All Resident Commissioners
Chief Administrative Officers
Town Clerks of Cities and Municipalities
Headteachers of Secondary and Primary Schools (Government and Primary)

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In any correspondence on
this subject please quote: ADM/48/139/03
October 29, 2018

CIRCULAR

The Executive Director, KCCA,
All Chief Administrative Officers
All Town Clerks of Municipalities
All District/Municipal Education officers
All District/Municipal Inspectors of Schools
All Head teachers of Secondary and Primary Schools
All Boards of Governors and School Management Committees

RE: GUIDELINES ON SCHOOL CHARGES

Reference is made to my Circular ADM/48/315/01 of **October 24, 2017**. This is to reiterate that Ministry of Education and Sports continues to note with concern the unrealistic and prohibitive school fees which is denying access to basic and secondary education to a number of learners hence compromising government objective of providing affordable education for all and increasing equitable access to primary and post primary education.

In most cases, the fees have been raised arbitrarily and without recourse to established official procedure requiring schools intending to raise school fees to seek and obtain official permission from the Permanent Secretary, Ministry of Education and Sports.

In light of the above, I am hereby requiring **ALL** head teachers, School Management Committees of Primary schools and Boards of Governors of Secondary schools to strictly observe the following guidelines:

1. No school, Private or Government, shall increase school fees for whatever reason without written authorization from the Permanent Secretary Ministry of Education and Sports and/or Chief Administrative Officer/Town clerk as the case may be.
2. Other cash and non-cash requirements outside the approved school fees are strictly prohibited. All non-cash items must be catered for in the school budget.
3. Schools implementing Universal Primary Education (UPE), Universal Secondary Education (USE) and Universal Post "O" Level Education and Training (UPOLET) shall strictly adhere to the policy implementation guidelines. Where parents decide

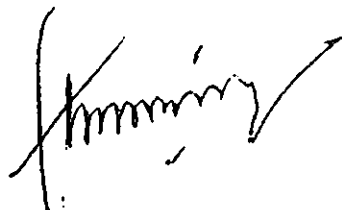
and agree to contribute towards an emergency in the school and permission is sought and granted by the Permanent Secretary, no learner shall be excluded from school on account of parent's failure to pay the agreed amount in accordance with Section 9(3) of the Education Act 2008. As soon as the emergency is solved, the school shall **stop charging the emergency fund**.

4. Where a School Board/School Management Committee has to employ additional teachers to those on payrolls, permission shall be sought from the Permanent Secretary in case of a Secondary School and Chief Administrative Officer/Town Clerk in case of Primary Schools, to use part of the Capitation grant towards the payment of the additional teachers.
5. In line with 4 above, head teachers are warned against employing additional teachers before all the teachers on payroll have been assigned the minimum required teaching load. All teachers without a minimum teaching load should be promptly reported to the Ministry of Education and Sports in case of Secondary schools or respective Local Governments in case of primary schools for appropriate redeployment. All schools must respect staff establishment ceilings for both teaching and non-teaching staff as provided by Ministry of Public Service.
6. Private schools must adhere to the approved staff employment guidelines. They should formally recruit, contract and effectively manage and develop staff on reasonable employment terms.
7. All Government and Government aided Schools should desist from taking commercial loans. Any school applying for a loan must seek authorisation from the Minister of Finance Planning and Economic Development through the Permanent Secretary, Ministry of Education and Sports as provided for in the Public Finance Management Act 2015.
8. Day schools must desist from changing their status to Boarding until such a time when the change in status is approved by the Permanent Secretary, Ministry of Education and Sports. Day schools desirous to operate Boarding Sections/Hostels should seek authorization from the Permanent Secretary Ministry of Education and Sports. All unauthorised hostels/dormitories **MUST** not open starting 2019.
9. All school budgets must be discussed and endorsed by the full Board/School Management Committees and submitted to the respective Chief Administrative Officers/Town Clerks. For Secondary Schools, the Chief Administrative Officers shall submit the endorsed school budgets to the Permanent Secretary, Ministry of Education and Sports by 31st December of each year for final approval.
10. For proper implementation of these guidelines, each school must have a functional Board of Governors/School Management Committee. I would like to reiterate that

NO school, Private or Government, should operate without an approved/functional Board of Governors or School Management Committee.

All heads of schools and institutions are strongly advised to guard against flouting the above guidelines. Stern disciplinary action shall be taken against any Head of school operating contrary to the above guidelines. Any private school that fails to observe these guidelines shall have its licence/registration certificate withdrawn.

Parents and the general public are advised to report any school contravening these guidelines.



Alex Kakooza

PERMANENT SECRETARY

Copy:

- The First Lady and Minister of Education and Sports
- The Minister of Finance, Planning and Economic Development
- The Minister of Public Service
- The Minister of Local Government
- The Minister In-Charge of the Presidency
- The Minister of Kampala Capital City Authority
- The Secretary, Office of the President
- The Permanent Secretary/Secretary to the Treasury
- The Permanent Secretary, Ministry of Public Service
- The Permanent Secretary, Ministry of Local Government
- The Auditor General
- The Inspector General of Police
- All Resident District Commissioners
- All District Chairpersons
- Director, Directorate of Education Standards
- Director, Basic and Secondary
- Commissioner, Private Schools & Institutions
- Commissioner, Secondary Government
- Commissioner, Primary Education