

# 25% salary rise for Arts teachers

**Increment.** Sources say the enhancement is in fulfilment of the President's pledge made to Arts teachers when he met them in a bid to stop their strike last year, and will target only secondary school teachers. ...P.4-5

## SALARIES FOR SECONDARY SCHOOL TEACHERS

Position	Current/ Science (Shs)	Current/ Arts (Shs)	New/ Arts (Shs)
HEAD TEACHER	6,500,000	2,270,984-2,350,000	2838,730-2937,500
D/HEAD TEACHER	4,500,000	1,631,769-1,740,000	2,039,711 - 2,175,000
TEACHER (DEGREE)	4,000,000-4,250,000	960,288-1,311,422	1,200,003 - 1,639,277
TEACHER (DIPLOMA)	2,200,000	745,000-784,214	931,250 - 980,267

SOURCE: CIRCULAR STANDING INSTRUCTION (CSI) NO. 1 OF 2025 - SALARY STRUCTURE FOR FINANCIAL YEAR 2025/2026 & DAILY MONITOR ANALYSIS

# Govt reveals 25% pay rise for Arts teachers

The phased increment for Arts teachers was first revealed by the President last June.

BY MONITOR TEAM

Effective July this year, all Arts teachers in government-aided secondary schools and on government payroll will receive a 25 percent salary increment, *Daily Monitor* has learnt.

A source privy to the goings on at the Ministry of Education and Sports told *Daily Monitor* the pay rise will target only secondary school Arts teachers.

"The enhancement is in fulfilment of the President's pledge made to Arts teachers when he met them in a bid to stop their strike last... only secondary school Arts teachers will benefit for now," the source said.

The revelation came shortly after Mr Peter Ogwang, the State minister of Sports, yesterday informed various head teachers from more than 2,000 schools that the government would lay emphasis on the enhancements of Arts teachers' salaries in the Financial Year (FY) 2026/2027, which starts in July.

The minister was speaking at the closure of the Senior Five selection and placement exercise at the Multipurpose Hall at the Uganda Manufacturers Association (UMA) showgrounds at Lugogo in Kampala City.

Mr Ogwang told the head teachers that the government is committed to addressing the salary disparities among teachers.

"I want to reassure you that we are committed as the NRM government to fulfill what we promise. We went into engagement with your colleagues, the Arts teachers, to agree to the salary enhancements to be implemented with effect from the next financial year," the minister said.

Mr Ogwang added that the ministry would engage the relevant stakeholders to ensure the matter is considered in the next financial year.

This move, should it be effected, would imply that a secondary school head teacher who has been earning Shs2.3 million as per the FY2025/2026 salary structure by the Ministry of Public Service, will earn Shs2.8 million after the planned increment. Their deputies' pay will jump from the current Shs1.7 million to Shs2.1 million.

The Science head teachers had their salaries increased in 2022 to earn Shs6.5 million while their deputies earned Shs4.5 million. For classroom Arts teachers, the 25 percent increment implies they will earn Shs1.6 million, up from the current Shs1.3 million. Their Science counterparts currently earn Shs4.2 million after the 2022 increment.

Mr Filbert Baguma, the secretary gen-

eral of the Uganda National Teachers Union (Unatu) welcomed the move and implored the government to keep its promise and continue increasing the pay with each financial year until the salary disparities between the Science and Arts teacher even out.

"When they scale up by 25 percent, you realise there is a lot that needs to be done but as the saying goes, half a loaf of bread is better than nothing. I implore the government to commit and improve the welfare of teachers and other public servants so that they concentrate on serving rather than discussing their welfare," he said.

The 25 percent phased increment for Arts teachers was first revealed by the President when he met the striking teachers on June 30 last year to calm their sit-down strike that kicked off on June 6 the same year.

Mr Museveni, in a July 1, 2025, post on his official X-platform, said in the meeting, he assured the teachers the government was willing to pursue collective solutions similar to those implemented for soldiers, which included welfare initiatives such as constructing housing for teachers, offering free education for their children, and implementing a phased 25 percent salary increment.

"We can develop collective solutions for the Arts teachers... I encouraged them to return to work and collaborate with the government for a better future, which they obliged to do. They will resume classes and begin marking UNEB assessments today," he added.

The meeting came after the teachers of the Humanities under the Uganda Professional Humanities Teachers Union (UPHTU) launched a strike on June 6, 2025. About a month later, the Arts teachers under the Uganda National Teachers' Union (Unatu) on September 15 launched another strike that lasted for a month, with their colleagues from the vocational institutions joining.

The last major Unatu strike in 2022 ended after a tense meeting with President Museveni, who told the union leaders that salary increments were not possible at the time, as the government had prioritised Science teachers.

Mr Ogwang also cautioned schools against pushing learners to attend classes outside the stipulated hours.

"I have messages from parents in the education sector. Can you imagine having to leave my home at 4am with my children to take them to school? How can these children begin to concentrate and study?"

"By 8am, those children will be sleeping, whether you want it or not. As a parent, I am also concerned, and I ask you to give these children ample time to rest their brains."

The minister also warned the school head teachers against charging compulsory fees in Universal Secondary Education (USE) schools.

"This year, we have been emphas-



Teachers and other education stakeholders interact during their meeting with President Museveni over pay disparities at State House, Entebbe, on June 30, 2025. Education minister and First Lady Janet Museveni also attended the meeting. PHOTO/HANDOUT

## Current salaries of secondary school teachers (Shs)

Position	Current Science	Current Arts	New Science	New Arts
Head Teacher	6,500,000	2,270,984-2,350,000	6,500,000	2,838,730-2,937,500
D/Head teacher	4,500,000	1,631,769-1,740,000	4,500,000	2,039,711 - 2,175,000
Teacher (Degree)	4,000,000-4,250,000	960,288-1,311,422	4,000,000-4,250,000	1,200,003 - 1,639,277
Teacher (Diploma)	2,200,000	745,000-784,214	2,200,000	931,250 - 980,267

ing this since the opening of Senior One placement exercises; it is time you listened and stopped. Similarly, the practice of corrupting learners to cheat examinations is not only criminal but also morally offensive. As teachers, we should be the ones guiding learners and not encouraging them to cheat," he said.

Mr Ogwang said bullying entails violence, which has led to grave injuries and even death. The Minister said bullying is also partly responsible for school dropouts.

"We have also reminded you that corporal punishment is a form of violence against children and it is outlawed in schools. We are addressing violence against children in schools by building the capacity of teachers for mental health and psychosocial support as well as strengthening linkages with health facilities for effective referrals of cases. In this regard, I urge you to weed out in schools, especially boarding schools, the vice of bullying directed mainly at the new learners," he said.

### Over 280,000 admitted in S.5

A total of 284,620 students who sat the Uganda Certificate of Education (UCE)

exams last year have been selected for the 2026 Senior Five intake following the two-day selection exercise.

Ms France Atima, the chairperson Head of Education Standards at the Ministry of Education and Sports said the intake excludes selection for TVET institutions.

"Under UPOLET Government-aided secondary schools, we have approximately 769 schools, with a proposed 2026 intake of 101,360 students. The non-UPOLET Government-aided secondary schools number 97, with a projected intake of 18,980 students. In total, we will be placing 120,340 students in government schools," she said.

Ms Atima said 161,200 UCE graduates are expected to enroll in 1,369 private A-level secondary schools. The estimated overall intake for Senior Five in 2026 stands at 284,620 students.

Ms Atima also reported a growing vice of some heads of private institutions not allowing learners to fill form X, noting that this is unfair to learners.

"The other day, during the selection for Senior One, we had an elderly man who came with his grandchild who



### Response.

... half a loaf of bread is better than nothing. I implore the government to commit and improve the welfare of teachers and other public servants so that they concentrate on serving rather than discussing their welfare," - Mr Filbert Baguma, the secretary general of Unatu



A section of art teachers from Rukungiri District carry postcards during a strike on June 16, 2025. They were protesting over the government's failure to increase their salaries as it did for their Science counterparts in 2022. PHOTO/ RONALD KAMBANZA

had qualified, but because the learner had not filled Form X, they could not be selected. This is something we really need to address because it is unfair to learners who have no choice about where they want to study," she said.

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