

CONFORMED COPY

CREDIT NUMBER 2191 UNI

(Primary Education Project)

between

FEDERAL REPUBLIC OF NIGERIA

and

INTERNATIONAL DEVELOPMENT ASSOCIATION

Dated August 15, 1991

CREDIT NUMBER 2191 UNI

DEVELOPMENT CREDIT AGREEMENT

AGREEMENT, dated August 15, 1991, between the FEDERAL REPUBLIC OF NIGERIA (the Borrower) and INTERNATIONAL DEVELOPMENT ASSOCIATION (the Association).

WHEREAS the Borrower, having satisfied itself as to the feasibility and priority of the Project described in Schedule 2 to this Agreement, has requested the Association to assist in the financing of the Project; and

WHEREAS the Association has agreed, on the basis, inter alia, of the foregoing, to extend the Credit to the Borrower upon the terms and conditions set forth in this Agreement;

NOW THEREFORE the parties hereto hereby agree as follows:

ARTICLE I

General Conditions; Definitions

Section 1.01. The "General Conditions Applicable to Develop-

ment Credit Agreements" of the Association, dated January 1, 1985, with the last sentence of Section 3.02 deleted (the General Conditions) constitute an integral part of this Agreement.

Section 1.02. Unless the context otherwise requires, the several terms defined in the General Conditions and in the Preamble to this Agreement have the respective meanings therein set forth and the following additional terms have the following meanings:

- (a) "FME" means the Federal Ministry of Education;
- (b) "SMOEs" means the State Ministries of Education;
- (c) "LGEAs" means the Local Government Education Authorities established pursuant to Section 1 of Decree No. 3 of 1991;
- (d) "RFTR Account" means the Revolving Fund For Textbooks Renewal Account referred to in Section 3.01 (d) of this Agreement and Part B of the Project described in Schedule 2 to this Agreement;
- (e) "Mid-term Review" means the mid-term review referred to in Section 3.03 of this Agreement;
- (f) "PIU" means the Project Implementation Unit referred to in Part D of the Project described in Schedule 2 to this Agreement;
- (g) "Special Account" means the account referred to in Section 2.02 (b) of this Agreement; and
- (h) "Naira" and the sign "N" mean the currency of the Borrower.

ARTICLE II

The Credit

Section 2.01. The Association agrees to lend to the Borrower, on the terms and conditions set forth or referred to in the Development Credit Agreement, an amount in various currencies equivalent to ninety million six hundred thousand Special Drawing Rights (SDR 90,600,000).

Section 2.02. (a) The amount of the Credit may be withdrawn from the Credit Account in accordance with the provisions of Schedule 1 to this Agreement for expenditures made (or, if the Association shall so agree, to be made) in respect of the reasonable cost of goods and services required for the Project described in Schedule 2 to this Agreement and to be financed out of the proceeds of the Credit.

(b) The Borrower shall, for the purposes of the Project, open and maintain in dollars a special deposit account in a commercial or merchant bank on terms and conditions satisfactory to the Association, including appropriate protection against set-off, seizure or attachment. Deposits into, and payments out of, the Special Account shall be made in accordance with the provisions of Schedule 4 to this Agreement.

Section 2.03. The Closing Date shall be June 30, 1997, or such later date as the Association shall establish. The Association shall promptly notify the Borrower of such later date.

Section 2.04. (a) The Borrower shall pay to the Association a commitment charge on the principal amount of the Credit not withdrawn from time to time at a rate to be set by the Association as of June 30 of each year, but not to exceed the rate of one-half of one percent (1/2 of 1%) per annum.

(b) The commitment charge shall accrue: (i) from the date sixty days after the date of this Agreement (the accrual date) to the respective dates on which amounts shall be withdrawn by the Borrower from the Credit Account or cancelled; and (ii) at the rate

set as of the June 30 immediately preceding the accrual date or at such other rates as may be set from time to time thereafter pursuant to paragraph (a) above. The rate set as of June 30 in each year shall be applied from the next payment date in that year specified in Section 2.06 of this Agreement.

(c) The commitment charge shall be paid: (i) at such places as the Association shall reasonably request; (ii) without restrictions of any kind imposed by, or in the territory of, the Borrower; and (iii) in the currency specified in this Agreement for the purposes of Section 4.02 of the General Conditions or in such other eligible currency or currencies as may from time to time be designated or selected pursuant to the provisions of that Section.

Section 2.05. The Borrower shall pay to the Association a service charge at the rate of three-fourths of one percent ($3/4$ of 1%) per annum on the principal amount of the Credit withdrawn and outstanding from time to time.

Section 2.06. Commitment charges and service charges shall be payable semiannually on March 15 and September 15 in each year.

Section 2.07. (a) Subject to paragraphs (b) and (c) below, the Borrower shall repay the principal amount of the Credit in semi-annual installments payable on each March 15 and September 15 commencing March 15, 2001, and ending September 15, 2025. Each installment to and including the installment payable on September 15, 2010, shall be one and one-fourth percent ($1-1/4\%$) of such principal amount, and each installment thereafter shall be two and one-half percent ($2-1/2\%$) of such principal amount.

(b) Whenever (i) the Borrower's gross national product per capita, as determined by the Association, shall have exceeded \$790 in constant 1985 dollars for five consecutive years and (ii) the Bank shall consider the Borrower creditworthy for Bank lending, the Association may, subsequent to the review and approval thereof by the Executive Directors of the Association and after due consideration by them of the development of the Borrower's economy, modify the terms of repayment of installments under paragraph (a) above by requiring the Borrower to repay twice the amount of each such installment not yet due until the principal amount of the Credit shall have been repaid. If so requested by the Borrower, the Association may revise such modification to include, in lieu of some or all of the increase in the amounts of such installments, the payment of interest at an annual rate agreed with the Association on the principal amount of the Credit withdrawn and outstanding from time to time, provided that, in the judgment of the Association, such revision shall not change the grant element obtained under the above-mentioned repayment modification.

(c) If, at any time after a modification of terms pursuant to paragraph (b) above, the Association determines that the Borrower's economic condition has deteriorated significantly, the Association may, if so requested by the Borrower, further modify the terms of repayment to conform to the schedule of installments as provided in paragraph (a) above.

Section 2.08. The currency of the United States of America is hereby specified for the purposes of Section 4.02 of the General Conditions.

ARTICLE III

Execution of the Project

Section 3.01. (a) The Borrower declares its commitment to the objectives of the Project as set forth in Schedule 2 to this Agreement, and, to this end, shall carry out the Project with due diligence and efficiency and in conformity with appropriate administrative, financial and education policies and practices, and shall provide, promptly as needed, the funds, facilities, services and other resources required for the Project.

(b) Without limitation or restriction upon the Borrower's obligations under paragraph (a) of this Section, the Borrower shall: (i) provide in its budgets amounts sufficient to cover its counterpart contributions to the costs of the Project; (ii) open and maintain an account (the Project Account) in a commercial or merchant bank to be used exclusively for expenditures under the Project; (iii) deposit into the Project Account an initial amount of N2,000,000 (the Initial Deposit); and (iv) thereafter pay each quarter into the Project Account (commencing from the quarter immediately following the quarter in which the Development Credit Agreement becomes effective) the respective counterpart contributions of the Borrower. The Borrower and the Association presently estimate the said counterpart contributions to amount in 1990 prices to \$34,400,000 equivalent over the Project period.

(c) For the purposes of estimating the Borrower's counterpart contributions under paragraph (b) of this Section, the Borrower shall prepare and furnish to the Association, for its review, by September 30 each year, a detailed statement of the expenditures proposed under the Project for the following year.

(d) The Borrower shall no later than December 31, 1991, open and thereafter maintain the Revolving Fund for Textbook Renewal Account (the RFTR Account) in a commercial or merchant bank. The RFTR Account shall consist of: (i) a contribution per pupil to be made by parents and guardians of primary school pupils; and (ii) funds realized from the resale of paper obtained for purposes of the Project.

Section 3.02. Except as the Association shall otherwise agree, procurement of the goods and consultants' services required for the Project and to be financed out of the proceeds of the Credit shall be governed by the provisions of Schedule 3 to this Agreement.

Section 3.03. The Borrower shall: (i) not later than 3 years after the date on which the Development Credit Agreement becomes effective carry out jointly with the Association a mid-term review of the Project; and (ii) to that end, prepare and furnish to the Association three months prior to such review, all relevant documents, showing progress attained in carrying out the objectives of the Project.

Section 3.04. The Borrower shall carry out or cause to be carried out the actions described in Schedule 5 to this Agreement.

ARTICLE IV

Financial Covenants

Section 4.01. (a) The Borrower shall maintain or cause to be maintained records and accounts adequate to reflect in accordance with sound accounting practices the operations, resources and expenditures in respect of the Project, of the departments or agencies of the Borrower responsible for carrying out the Project or any part thereof.

(b) The Borrower shall:

- (i) have the records and accounts referred to in paragraph (a) of this Section including those for the Special Account for each fiscal year audited, in accordance with appropriate auditing principles consistently applied, by independent auditors acceptable to the Association;
- (ii) furnish to the Association, as soon as available, but in any case not later than six months after the end of each such year, a certified copy of the report of such audit by said auditors, of such scope and in such detail as the Association shall have reasonably

requested; and

- (iii) furnish to the Association such other information concerning said records, accounts and the audit thereof as the Association shall from time to time reasonably request.

(c) For all expenditures with respect to which withdrawals from the Credit Account were made on the basis of statements of expenditure, the Borrower shall:

- (i) maintain or cause to be maintained, in accordance with paragraph (a) of this Section, records and accounts reflecting such expenditures;
- (ii) retain, until at least one year after the Association has received the audit report for the fiscal year in which the last withdrawal from the Credit Account or payment out of the Special Account was made, all records (contracts, orders, invoices, bills, receipts and other documents) evidencing such expenditures;
- (iii) enable the Association's representatives to examine such records; and
- (iv) ensure that such records and accounts are included in the annual audit referred to in paragraph (b) of this Section and that the report of such audit contains a separate opinion by said auditors as to whether the statements of expenditure submitted during such fiscal year, together with the procedures and internal controls involved in their preparation, can be relied upon to support the related withdrawals.

ARTICLE V

Effective Date; Termination

Section 5.01. The following events are specified as additional conditions to the effectiveness of the Development Credit Agreement within the meaning of Section 12.01 (b) of the General Conditions:

(a) the Borrower has furnished to the Association details of the means to be used to monitor and evaluate the progress of the Project;

(b) the Borrower has furnished to the Association plans for book distribution by LGEAs to the schools;

(c) the Borrower has furnished to the Association master plans (including cost estimates of such plans) designed for use by the States to upgrade skills of inspectors, headteachers and classroom teachers;

(d) the Borrower has opened the Project Account and paid in the Initial Deposit; and

(e) the Borrower has awarded contracts for master trainers' courses under Part A (viii) of the Project.

Section 5.02. The date ninety (90) days after the date of this Agreement is hereby specified for the purposes of Section 12.04 of the General Conditions.

ARTICLE VI

Representatives of the Borrower; Addresses

Section 6.01. The Minister of Finance and Economic Development of the Borrower is designated as representative of the Borrower for the purposes of Section 11.03 of the General Conditions.

Section 6.02. The following addresses are specified for the purposes of Section 11.01 of the General Conditions:

For the Borrower:

The Honourable Minister
Federal Ministry of Finance
and Economic Development
P.M.B. 12591
Federal Secretariat
Ikoyi, Lagos
Nigeria

Cable address:

FEDMINFIN
Lagos

Telex:

21248 (ITT)

For the Association:

International Development
Association
1818 H Street, N.W.
Washington, D.C. 20433
United States of America

Cable address:

INDEVAS
Washington, D.C.

Telex:

248423 (RCA)
82987 (FTCC)
64145 (WUI) or
197688 (TRT)

IN WITNESS WHEREOF, the parties hereto, acting through their duly authorized representatives, have caused this Agreement to be signed in their respective names in the District of Columbia, United States of America, as of the day and year first above written.

FEDERAL REPUBLIC OF NIGERIA

By /s/ Zubair Mamoud Kazaure
Authorized Representative

INTERNATIONAL DEVELOPMENT ASSOCIATION

By /s/ Edwin R. Lim
Acting Regional Vice President
Africa

SCHEDULE 1

Withdrawal of the Proceeds of the Credit

1. The table below sets forth the Categories of items to be financed out of the proceeds of the Credit, the allocation of the amounts of the Credit to each Category and the percentage of expenditures for items so to be financed in each Category:

Amount of the Credit Allocated	% of
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Category	(Expressed in SDR Equivalent)	Expenditures to be Financed
(1) Instructional materials	65,100,000	100% of foreign expenditures, 100% of local expenditures (ex-factory costs) and 85% of local expenditures for other items procured locally
(2) Vehicles and equipment	16,800,000	100% of foreign expenditures, 100% of local expenditures (ex-factory cost) and 85% of local expenditures for other items procured locally
(3) Consultants' services	1,200,000	100% of foreign expenditures
	Amount of the Credit Allocated (Expressed in SDR Equivalent)	% of Expenditures to be Financed
(4) Training	3,170,000	100% of foreign expenditures and 40% of local expenditures
(5) Research and development	830,000	50% of local expenditures
(6) Unallocated	3,500,000	
TOTAL	90,600,000 =====	

2. For the purposes of this Schedule:

(a) the term "foreign expenditures" means expenditures in the currency of any country other than that of the Borrower for goods or services supplied from the territory of any country other than that of the Borrower; and

(b) the term "local expenditures" means expenditures in the currency of the Borrower or for goods or services supplied from the territory of the Borrower.

3. Notwithstanding the provisions of paragraph 1 above, no withdrawals shall be made in respect of payments made for expenditures prior to the date of this Agreement.

SCHEDULE 2

Description of the Project

The objectives of the Project are to assist the Borrower in: (i) upgrading the quality of primary education in Nigeria; (ii) improving resource allocation for primary education; (iii) increasing primary school enrollment; (iv) strengthening institutions responsible for primary education; and (v) facilitating future planning for primary education.

The Project consists of the following Parts, subject to such modifications thereof as the Borrower and the Association may agree upon from time to time to achieve such objectives:

Part A: Upgrading of Primary Education

Upgrading of primary education including: (i) provision of textbooks, library books and other instructional materials for students and teachers; (ii) appointment by FME of a panel to evaluate textbooks with a view to assuring the quality and relevance of textbooks; (iii) provision in libraries in local government areas of supplementary reading materials to improve reading proficiency of students; (iv) basic training of library staff; (v) provision of visual, demonstrative and manipulative materials to assist children in the learning of concepts; (vi) training of teachers, headmasters and inspectors in the care and use of instructional materials; (vii) training and orientation courses for teachers, headteachers, administrators and inspectors aimed at familiarizing them with the new curriculum and new instructional materials and school skills and procedures including continuous assessment and remediation and personnel management and record keeping skills; (viii) training of master trainers, inspectors, headmasters and classroom teachers in the use of course models; (ix) provision of copies of subject syllabi and record books to teachers to familiarize them with the national primary education syllabus and the use of record books; and (x) provision by State and local government authorities of secure storage facilities for textbooks.

Part B: Improving Resource Allocation

Measures to improve resource allocation for primary education including: (i) the maintenance and adequate funding for primary education; and (ii) the establishment and maintenance of a Revolving Fund for Textbook Renewal Account (RFTR Account) to ensure the continuous supply of textbooks to pupils in primary schools.

Part C: Increasing Primary School Enrollment

Measures to increase primary school enrollment including: (i) intensification of the campaign to publicize primary education including the dissemination of publications, documentary radio and television programs, visits throughout Nigeria by personnel of FME's Special Programme and Primary Education Unit and presentation of information on primary education by the LGEAs; and (ii) acquisition of cameras, VCRs, projectors and vehicles for use in said publicity campaign.

Part D: Strengthening of Institutions

Strengthening of project institutions including: (i) local training of LGEA educational administrators, SMOE accounting staff and LGEA accountants and other administrative, finance and planning staff; (ii) development by Nigerian universities and polytechnics, under contract to the Borrower, of training programs in educational administration, planning and statistics including workshops, study tours and short courses in foreign institutions for staff of the Federal Ministry of Education (FME), SMOEs and LGEAs; (iii) short-term fellowships outside Nigeria for staff of FME's Special Programme in educational planning, research and project management; (iv) fellowships in data management for staff of FME's Special Programme; (v) provision to FME (Federal Inspectorate of Education), the SMOEs and other project institutions of equipment, materials and vehicles; and (vi) employment and assignment to the Project Implementation Unit in FME (PIU) of a procurement specialist to assist PIU in procuring goods and services under the Project.

Part E: Facilitating Future Planning

Facilitating future planning by educational planners and policymakers including: (i) the establishment of a management information system to provide timely and reliable data; (ii)

training of educational planners in computer operations, statistics, data management, educational planning and school mapping; (iii) long-term fellowships for senior statisticians in local universities; (iv) short-term fellowships for computer operators in local institutions; (v) research studies into sectoral issues; and (vi) strengthening of FME (Federal Inspectorate of Education).

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The Project is expected to be completed by December 31, 1996.

SCHEDULE 3

Procurement and Consultants' Services

Section I. Procurement of Goods and Works

Part A: International Competitive Bidding

1. Except as provided in Part C hereof, goods shall be procured under contracts awarded in accordance with procedures consistent with those set forth in Sections I and II of the "Guidelines for Procurement under IBRD Loans and IDA Credits" published by the Bank in May 1985 (the Guidelines).

2. To the extent practicable, contracts for goods shall be grouped into bid packages that would permit competitive bidding and facilitate bulk purchase.

Part B: Preference for Domestic Manufacturers

In the procurement of goods in accordance with the procedures described in Part A.1 hereof, goods manufactured in Nigeria may be granted a margin of preference in accordance with, and subject to, the provisions of paragraphs 2.55 and 2.56 of the Guidelines and paragraphs 1 through 4 of Appendix 2 thereto.

Part C: Other Procurement Procedures

1. Contracts for: (i) the acquisition of textbooks estimated to cost the equivalent of \$500,000 or less per bid package, up to an aggregate amount not to exceed \$11,300,000 equivalent; and (ii) goods (including library books and vehicles and equipment) estimated to cost an amount equivalent per bid package to \$500,000 or less, up to an aggregate amount not to exceed \$3,400,000 equivalent, may be procured under contracts awarded on the basis of competitive bidding, advertised locally, in accordance with procedures satisfactory to the Association.

2. Items or groups of items estimated to cost the equivalent of \$100,000 or less per contract, up to an aggregate amount not to exceed \$9,000,000 equivalent, may be procured under contracts awarded on the basis of comparison of price quotations obtained from at least three suppliers eligible under the Guidelines, in accordance with procedures acceptable to the Association.

Part D: Review by the Association of Procurement Decisions

1. Review of invitations to bid and of proposed awards and final contracts:

(a) With respect to each contract estimated to cost the equivalent of \$500,000 or more, the procedures set forth in paragraphs 2 and 4 of Appendix 1 to the Guidelines shall apply. Where payments for such contract are to be made out of the Special Account, such procedures shall be modified to ensure that the two conformed copies of the contract required to be furnished to the Association pursuant to paragraph 2 (d) of said Appendix shall be furnished to the Association prior to the making of the first payment out of the Special Account in respect of such contract.

(b) With respect to each contract not governed by the

preceding paragraph, the procedures set forth in paragraphs 3 and 4 of Appendix 1 to the Guidelines shall apply. Where payments for such contract are to be made out of the Special Account, such procedures shall be modified to ensure that the two conformed copies of the contract together with the other information required to be furnished to the Association pursuant to paragraph 3 of said Appendix shall be furnished to the Association as part of the evidence to be furnished pursuant to paragraph 4 of Schedule 4 to this Agreement.

(c) The provisions of the preceding subparagraph (b) shall not apply to contracts on account of which the Association has authorized withdrawals on the basis of statements of expenditure.

2. The figure of 15% is hereby specified for purposes of paragraph 4 of Appendix 1 to the Guidelines.

Section II. Employment of Consultants

In order to assist the Borrower in carrying out the Project, the Borrower shall employ consultants whose qualifications, experience and terms and conditions of employment shall be satisfactory to the Association. Such consultants shall be selected in accordance with principles and procedures satisfactory to the Association on the basis of the "Guidelines for the Use of Consultants by World Bank Borrowers and by the World Bank as Executing Agency" published by the Bank in August 1981.

SCHEDULE 4

Special Account

1. For the purposes of this Schedule:

(a) the term "eligible Categories" means Categories (1) through (5) set forth in the table in paragraph 1 of Schedule 1 to this Agreement;

(b) the term "eligible expenditures" means expenditures in respect of the reasonable cost of goods and services required for the Project and to be financed out of the proceeds of the Credit allocated from time to time to the eligible Categories in accordance with the provisions of Schedule 1 to this Agreement; and

(c) the term "Authorized Allocation" means an amount equivalent to \$6,000,000 to be withdrawn from the Credit Account and deposited into the Special Account pursuant to paragraph 3 (a) of this Schedule.

2. Payments out of the Special Account shall be made exclusively for eligible expenditures in accordance with the provisions of this Schedule.

3. After the Association has received evidence satisfactory to it that the Special Account has been duly opened, withdrawals of the Authorized Allocation and subsequent withdrawals to replenish the Special Account shall be made as follows:

(a) For withdrawals of the Authorized Allocation, the Borrower shall furnish to the Association a request or requests for a deposit or deposits which do not exceed the aggregate amount of the Authorized Allocation. On the basis of such request or requests, the Association shall, on behalf of the Borrower, withdraw from the Credit Account and deposit into the Special Account such amount or amounts as the Borrower shall have requested.

(b) (i) For replenishment of the Special Account, the Borrower shall furnish to the Association requests for deposits into the Special Account at such intervals as the Association shall specify.

(ii) Prior to or at the time of each such request, the

Borrower shall furnish to the Association the documents and other evidence required pursuant to paragraph 4 of this Schedule for the payment or payments in respect of which replenishment is requested. On the basis of each such request, the Association shall, on behalf of the Borrower, withdraw from the Credit Account and deposit into the Special Account such amount as the Borrower shall have requested and as shall have been shown by said documents and other evidence to have been paid out of the Special Account for eligible expenditures.

All such deposits shall be withdrawn by the Association from the Credit Account under the respective eligible Categories, and in the respective equivalent amounts, as shall have been justified by said documents and other evidence.

4. For each payment made by the Borrower out of the Special Account, the Borrower shall, at such time as the Association shall reasonably request, furnish to the Association such documents and other evidence showing that such payment was made exclusively for eligible expenditures.

5. Notwithstanding the provisions of paragraph 3 of this Schedule, the Association shall not be required to make further deposits into the Special Account:

(a) if, at any time, the Association shall have determined that all further withdrawals should be made by the Borrower directly from the Credit Account in accordance with the provisions of Article V of the General Conditions and paragraph (a) of Section 2.02 of this Agreement; or

(b) once the total unwithdrawn amount of the Credit allocated to the eligible Categories, less the amount of any outstanding special commitment entered into by the Association pursuant to Section 5.02 of the General Conditions with respect to the Project, shall equal the equivalent of twice the amount of the Authorized Allocation.

Thereafter, withdrawal from the Credit Account of the remaining unwithdrawn amount of the Credit allocated to the eligible Categories shall follow such procedures as the Association shall specify by notice to the Borrower. Such further withdrawals shall be made only after and to the extent that the Association shall have been satisfied that all such amounts remaining on deposit in the Special Account as of the date of such notice will be utilized in making payments for eligible expenditures.

6. (a) If the Association shall have determined at any time that any payment out of the Special Account: (i) was made for an expenditure or in an amount not eligible pursuant to paragraph 2 of this Schedule; (ii) was not justified by the evidence furnished to the Association, the Borrower shall, promptly upon notice from the Association: (A) provide such additional evidence as the Association may request; or (B) deposit into the Special Account (or, if the Association shall so request, refund to the Association) an amount equal to the amount of such payment or the portion thereof not so eligible or justified. Unless the Association shall otherwise agree, no further deposit by the Association into the Special Account shall be made until the Borrower has provided such evidence or made such deposit or refund, as the case may be.

(b) If the Association shall have determined at any time that any amount outstanding in the Special Account will not be required to cover further payments for eligible expenditures, the Borrower shall, promptly upon notice from the Association, refund to the Association such outstanding amount.

(c) The Borrower may, upon notice to the Association, refund to the Association all or any portion of the funds on deposit in the

Special Account.

(d) Refunds to the Association made pursuant to paragraphs 6 (a), (b) and (c) of this Schedule shall be credited to the Credit Account for subsequent withdrawal or for cancellation in accordance with the relevant provisions of this Agreement, including the General Conditions.

SCHEDULE 5

Actions Referred to in Section 3.04 of this Agreement

1. (i) FME shall require SMOEs and LGEAs to prepare annual action plans on the basis of school-based budgeting, including annual income and expenditure projections; and (ii) such expenditure projections shall include:

- (a) salaries and allowances of teaching and non-teaching staff;
- (b) classroom and furniture renovation;
- (c) expenditures for new classroom construction;
- (d) provision of instructional materials;
- (e) administrative expenses; and
- (f) miscellaneous expenditures.

2. FME (Special Programme) shall prepare and furnish to the Association: (i) by January 1, 1994 (A) the norms, standards and specifications to be used in the selection of primary school equipment and facilities, and (B) a set of enrollment projections to serve as a basis for educational planning by FME's Special Programme) for the period ending on December 31, 2000; and (ii) by Project completion, the norms and standards to be applied in assessing pupil achievement in grades three and five of primary schools.

3. FME shall: (i) require LGEAs to integrate on-the-job in-service teacher training into the work program of primary school teachers and supervisors; and (ii) prepare and furnish to the Association prior to the date of the Mid-term Review plans for accomplishing such integration.

4. FME shall encourage the LGEAs to include library periods in school timetables within their areas of jurisdiction.

