

OFFICIAL
DOCUMENTS

GPE GRANT NUMBER TF0A7093

Global Partnership for Education
Grant Agreement

(Getting to Best Education Project)

between

REPUBLIC OF LIBERIA

and

INTERNATIONAL BANK FOR RECONSTRUCTION AND
DEVELOPMENT

and

INTERNATIONAL DEVELOPMENT ASSOCIATION
as Grant Agent for the Global Partnership for Education (*MTO No. 069020*)

Dated: June 19, 2018

GPE GRANT NUMBER TF0A7093

**GLOBAL PARTNERSHIP FOR EDUCATION
GRANT AGREEMENT**

AGREEMENT dated June 19, 2018, entered into between:

REPUBLIC OF LIBERIA (“Recipient”); and the International Bank for Reconstruction and Development and the International Development Association (collectively the World Bank), acting as Grant Agent for the Global Partnership for Education (“GPE”).

The Recipient and the World Bank hereby agree as follows:

**Article I
Standard Conditions; Definitions**

- 1.01. The “Standard Conditions for Grants Made by the World Bank Out of Various Funds”, dated February 15, 2012 (“Standard Conditions”), constitute an integral part of this Agreement.
- 1.02. Unless the context requires otherwise, the capitalized terms used in this Agreement have the meanings ascribed to them in the Standard Conditions or in this Agreement.

**Article II
The Project**

- 2.01. The Recipient declares its commitment to the objectives of the project described in Schedule 1 to this Agreement (“Project”). To this end, the Recipient shall carry out the Project through its Ministry of Education (“MoE”) in accordance with the provisions of Article II of the Standard Conditions.
- 2.02. Without limitation upon the provisions of Section 2.01 of this Agreement, and except as the Recipient and the World Bank shall otherwise agree, the Recipient shall ensure that the Project is carried out in accordance with the provisions of Schedule 2 to this Agreement.

**Article III
The Grant**

- 3.01. The World Bank agrees to extend to the Recipient, on the terms and conditions set forth or referred to in this Agreement, a grant in an amount not to exceed a grant in an amount of eleven million and seventy thousand United States Dollars (\$11,070,000)

**Article IV
Effectiveness; Termination**

- 4.01. This Agreement shall not become effective until evidence satisfactory to the World Bank has been furnished to the World Bank that, the Recipient has adopted a Project Implementation Manual, in form and substance satisfactory to the World Bank.

**Article V
Recipient's Representative; Addresses**

- 5.01. The Recipient's Representative referred to in Section 7.02 of the Standard Conditions is its Minister for Finance and Development.
- 5.02. The Recipient's Address referred to in Section 7.01 of the Standard Conditions is:

Minister of Finance and Development Planning
Broad Street, 1000 Monrovia 10
Republic of Liberia

e-mail: communications@mof.gov.lr

- 5.03. The World Bank's Address referred to in Section 7.01 of the Standard Conditions is:

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

Telex:

Facsimile:

248423 (MCI) or 1-202-477-6391
64145 (MCI)

AGREED Ministry of Foreign Affairs, as of the day and year first above written.

REPUBLIC OF LIBERIA

By


Authorized Representative

Name: Samuel D. Tweah Jr.

Title: Minister of Finance & Development Planning

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT AND INTERNATIONAL DEVELOPMENT ASSOCIATION

acting as Grant Agent for the Global Partnership for Education.

By


Authorized Representative

Name: Larisa Leshchenko

Title: Country Manager

SCHEDULE 1

Project Description

The objectives of the Project are to: (a) improve equitable access to early childhood education, teacher quality in early childhood education (ECE) and primary education in Targeted Disadvantaged Counties, and (b) strengthen National School Accountability Systems.

The Project consists of the following parts:

Part A: Improving the Quality and Access to Early Childhood Education in Targeted Counties

1. Provide School Improvement Grants to all public schools with ECE in the Targeted Counties to:
 - (a) carry out preparatory activities for utilization of the School Improvement Grants including: (i) updating the School Grants Guidelines to align with the Education Sector Plan; and (ii) develop School Improvement Plans; and
 - (b) implement eligible Sub-projects.
2. Provide training to community caregivers and support the establishment of at least 20 community-based ECE centers in remote areas that lack access to school based ECE in the Targeted Counties.

Part B: Supporting Teacher Training and Certification in Targeted Counties

Provide within the Targeted Counties, in-service ECE C Certificate Training to unqualified ECE teachers; and in-service C Certificate Training to unqualified primary teachers.

Part C: Improving School Management, Accountability and Systems Monitoring

1. Improve the quality of schools through:
 - (a) piloting of a school quality assessment tool, and developing national school quality standards; and

- (b) providing training to: (i) school principals on school management; and (ii) DEOs on the expertise and tools needed to play an effective monitoring, accountability and support role at the school level, and providing them with logistical support to visit the public schools on an annual basis.

Part D: Achieving better learning through improved Equity, Efficiency, and Accountability

1. Increase the proportion of qualified ECE and primary teachers in the Targeted Counties by replacing the unqualified teachers with qualified teachers.
2. Improve payroll management including *inter alia* by publishing a register of teacher on government payroll.
3. Improve the quality of the teaching workforce through provision of severance packages to Functionally Illiterate Teachers.
4. Establish a National Student Learning Assessment System to monitor students' learning outcomes at the primary school level.

Part E: Project Management and Sector Program Support and Coordination

1. Strengthen the capacity of the PDT to carry out Project management activities including developing and implementing a communication strategy to appraise communities and households of the benefits of ECE and the importance of age appropriate enrollment to a child's long-term development and well-being; and financing of Operating Costs.
2. Strengthen the capacity of EMIS unit staff through: (a) provision of technical assistance to: (i) carry out an assessment of data needs, improve data accuracy and utilization; (ii) utilize new information and communication technologies; and (b) provide monitoring services of an Independent Verification Agency to carry out the verification and the achievement of DLIs under Part D of the Project.
3. Provision of technical assistance to develop a National Learning Assessment System to measure progress in literacy and numeracy in students at primary school level.

SCHEDULE 2

Project Execution

Section I. Institutional and Other Arrangements

A. Institutional Arrangements

MOE

1. The Recipient through MoE shall have overall responsibility for the implementation of the Project.

Project Delivery Team

2. The Recipient through MoE shall:
 - (a) not later than 3 months after the Effectiveness Date establish and thereafter maintain within MoE and throughout the implementation of the Project, a Project Delivery Team ("PDT") with adequate resources consisting of a Project coordinator, financial management specialist, monitoring and evaluation specialist and procurement specialist, all with qualifications and experience satisfactory to the World Bank; and
 - (b) ensure that the PDT carries out the day-to-day implementation of the Project including: (i) coordinating with project stakeholders such as CEOs, DEOs, contractors, communities, DPs and ESDCs on Project implementation matters; (ii) jointly with the ESDCs overseeing the Independent Verification Agency and progress on DLI achievement; (iii) preparing and submitting regular reports to the Ministry of Finance and Development Planning the World Bank, and GPE, as needed; (iv) maintaining fiduciary oversight/control; and (v) strengthening the capacity of key MoE departments at the national and sub-national levels through training.

B. Project Implementation Manual

1. The Recipient through MoE shall implement the Project in accordance with the Project Implementation Manual ("PIM").
2. Except as the World Bank shall otherwise agree in writing, the Recipient shall not, amend, waive, suspend or abrogate any provision of the PIM and in case of any inconsistency between the provisions of the PIM and those of this Agreement, the provisions of this Agreement shall prevail.

C. School Improvement Grants

1. In carrying out Part A.2 of the Project, the Recipient through MoE shall:

- (a) make School Improvement Grants to Eligible Schools selected in accordance with detailed criteria set forth in the Schools Grant Guidelines; and
 - (b) enter into an agreement (School Grant Agreement) with an Eligible School on terms and conditions approved by the World Bank, including:
 - (i) the provision of the School Improvement Grant to an Eligible School on a non-reimbursable grant basis;
 - (ii) the Eligible School's responsibility to carry out the agreed activities in accordance with the School Improvement Guidelines, School Improvement Plans and the Project Implementation Manual; and
 - (iii) the Eligible School's commitment not to charge school fees for ECE education which exceed the amount set forth in the PIM.
2. The Recipient through MoE shall obtain rights adequate to protect its interests and those of the World Bank, including the right to: (i) suspend or terminate the right of the Eligible School to use the proceeds of the School Improvement Grant, or obtain a refund of all or any part of the amount of the School Improvement Grant then withdrawn, upon the Eligible School's failure to perform any of its obligations under the School Grant Agreement; and (ii) require each Eligible School to: (A) carry out the Sub-project with due diligence and efficiency and in accordance with sound technical, economic, financial, managerial, environmental and social standards and practices satisfactory to the World Bank, including in accordance with the provisions of the Anti-Corruption Guidelines applicable to recipients of loan proceeds other than the Recipient; (B) provide, promptly as needed, the resources required for the purpose; (C) procure the goods, works and services to be financed out of the Schools Improvement Grants in accordance with the provisions of this Agreement; (D) maintain policies and procedures adequate to enable it to monitor and evaluate in accordance with indicators acceptable to the World Bank, the progress of the Sub-project the achievement of its objectives; (E) (1) maintain a financial management system and prepare financial statements in accordance with consistently applied accounting standards acceptable to the World Bank, both in a manner adequate to reflect the operations, resources and expenditures related to the Sub-project; and (2) at the World Bank's or the Recipient's request, have such financial statements audited by independent auditors acceptable to the World Bank, in accordance with consistently applied auditing standards acceptable to the World Bank, and promptly furnish the statements as so audited to the Recipient and the World Bank; (F) enable the Recipient and the World Bank to inspect the Sub-project, its operation and any relevant records and documents; and (G) prepare and furnish to the Recipient and the World Bank all such information as the Recipient or the World Bank shall reasonably request relating to the foregoing.
- (a) The Recipient shall exercise its rights under each School Grant Agreement in such manner as to protect the interests of the Recipient and the World

Bank and to accomplish the purposes of the Grant. Except as the World Bank shall otherwise agree, the Recipient shall not assign, amend, abrogate or waive any School Grant Agreement or any of its provisions.

- (b) In case of a conflict between the provisions of the School Grant Agreement and this Agreement, the provisions of this Agreement shall prevail.

D. Anti-Corruption

The Recipient shall ensure that the Project is carried out in accordance with the provisions of the “Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants”, dated October 15, 2006, and revised in January 2011 and as of July1, 2016, (“Anti-Corruption Guidelines”).

E. Donor Visibility and Visit

1. The Recipient shall take or cause to be taken all such measures as the World Bank may reasonably request to identify publicly the Donor’s support for the Project.
2. For the purposes of Section 2.09 of the Standard Conditions, the Recipient shall, upon the World Bank’s request, enable the representatives of the Donors to visit any part of the Recipient’s territory for purposes related to the Project.

Section II. Project Monitoring, Reporting and Evaluation

A. Documents; Records

In addition and without limitation to the obligations set forth in Section 2.05 of the Standard Conditions, the Recipient shall ensure that:

- (a) all records evidencing expenditures under the Project are retained for seven years and six months after the Closing Date, such records to include:
 - (i) this Agreement, all addenda thereof, and any amendments thereto;
 - (ii) the Recipient’s financial and narrative progress reports submitted to the World Bank;
 - (iii) the Recipient’s financial information related to the Grant, including audit reports, invoices and payroll records;
 - (iv) the Recipient’s implementation documentation (including sub-agreements, procurement files, contracts, purchase orders); and
 - (v) the corresponding supporting evidence referred to in Section 3.04 of the Standard Conditions; and
- (b) the representatives of the World Bank are: (i) able to examine all records referred to above in paragraph (a); (ii) provided all such information concerning such records as they may from time to time reasonably request; and (iii) able to disclose such records and information to the Donor(s).

B. Project Reports; Completion Report

1. The Recipient shall monitor and evaluate the progress of the Project and prepare Project Reports in accordance with the provisions of Section 2.06 of the Standard Conditions and on the basis of indicators acceptable to the World Bank. Each Project Report shall cover the period of one calendar semester, and shall be furnished to the World Bank not later than one month after the end of the period covered by such report.
2. The Recipient shall prepare the Completion Report in accordance with the provisions of Section 2.06 of the Standard Conditions. The Completion Report shall be furnished to the World Bank not later than three months after the Closing Date.

C. Financial Management; Financial Reports; Audits

1. The Recipient shall ensure that a financial management system is maintained in accordance with the provisions of Section 2.07 of the Standard Conditions.
2. The Recipient shall ensure that interim unaudited financial reports for the Project are prepared and furnished to the World Bank not later than forty-five (45) days after the end of each calendar quarter, covering the quarter, in form and substance satisfactory to the World Bank.
3. The Recipient shall, upon the World Bank's request, have Financial Statements for the Project audited in accordance with the provisions of Section 2.07 (b) of the Standard Conditions. Each such audit of the Financial Statements shall cover the period of one fiscal year of the Recipient. The audited Financial Statements for such period shall be furnished to the World Bank not later than six (6) months after the end of such period.

D. Independent Verification Agency and Independent Verification Report

1. In implementing Part D of the Project, the Recipient through MOE shall ensure that:
 - (a) the LEG verifies the attainment of DLI2.2 (Year 0);
 - (b) no later than twelve (12) months from the Effectiveness, the Recipient shall ensure that the Recipient has appointed an IVA with qualifications, experience and under terms of reference satisfactory to the World Bank; and
 - (c) no later than three months after the end of each Year, or by such later date agreed with the World Bank, furnishes to the World Bank the DLI Verification Report prepared by the IVA which shall *inter alia* certify the extent to which: (i) the Eligible Expenditures under the Year covered by the verification have been incurred in compliance with the arrangements provided for in this Agreement and the PIM; and (ii) the Disbursement-Linked Indicators for the Year covered by the audit have been met.

Section III. Procurement

All goods, non-consulting services, and consulting services required for the Project and to be financed out of the proceeds of the Grant shall be procured in accordance with the requirements set forth or referred to in the “World Bank Procurement Regulations for IPF Borrowers” dated July 2016, revised November 2017 (“Procurement Regulations”), and the provisions of the Recipient’s procurement plan for the Project (“Procurement Plan”) dated February 21, 2018, provided for under Section IV of the Procurement Regulations, as the same may be updated from time to time in agreement with the World Bank.

Section IV. Withdrawal of Grant Proceeds

A. General

1. The Recipient may withdraw the proceeds of the Grant in accordance with the provisions of: (a) Article III of the Standard Conditions; (b) this Section; and (c) such additional instructions as the World Bank may specify by notice to the Recipient (including the “Disbursement Guidelines for Investment Project Financing” dated February 2017, as revised from time to time by the World Bank and as made applicable to this Agreement pursuant to such instructions), to finance Eligible Expenditures as set forth in the table in paragraph 2 below.
2. The following table specifies the categories of Eligible Expenditures that may be financed out of the proceeds of the Grant (“Category”), the allocations of the amounts of the Grant to each Category, and the percentage of expenditures to be financed for Eligible Expenditures in each Category:

Category	Amount of the Grant Allocated (expressed in USD)	Percentage of Expenditures to be Financed (inclusive of Taxes)
(1) Goods, non-consulting services, consultants' services, Operating Costs and Training under the Project (except for Parts A.2 and D)	4,840,000	100%
(2) School Improvement Grants under Part A.2 of the Project	2,660,000	100%
(3) Eligible Expenditure Programs under Part D of the Project	3,570,000	100% up to the DLI Amount
TOTAL AMOUNT	11,070,000	

B. Withdrawal Conditions; Withdrawal Period

1. Notwithstanding the provisions of Part A of this Section, no withdrawal shall be made:
 - (a) for payments made prior to the Signature Date, except that withdrawals up to an aggregate amount not to exceed \$250,000 may be made for payments made prior to this date but on or after December 22, 2017 for Eligible Expenditures under Category 1 of the Project; and
 - (b) under Category 2 unless and until the Recipient through MoE has developed School Grants Guidelines satisfactory to the World Bank.
2. Notwithstanding the provisions of Part B of this Section, no withdrawal shall be made for payments under Category (3) with respect to each DLI in Table 1.A of Annex 2 to Schedule 2 to this Agreement, unless the Recipient has furnished evidence satisfactory to the World Bank that: (A) the DLI has been met as defined in the PIM; and (B) payment for the Eligible Expenditures Program under the sector budget lines set forth in Schedule 3 to this Agreement have been made by the Recipient in accordance with its applicable laws and regulations; and the PIM.
3. Notwithstanding the provision set forth in paragraph 1 of Section IV.B of this Schedule, withdrawals by the Recipient under Category 3 shall not exceed the relevant amount specified in the "DLI Amount" row of the Table in Annex 2 to Schedule 2 to this Agreement, subject to submission to the World Bank of satisfactory evidence that the DLI (for which a withdrawal request has been submitted) has been achieved.

4. In connection with the foregoing, the World Bank may nevertheless restrict withdrawals as set out below, if it determines, that the DLI targets as set out in Table 1.A of Annex 2 to Schedule 2 to this Agreement, are not met or are partially met. In this regard: (a) if the targets for DLI 1, DLI 2.2 and DLI 3 have only been partially met, the amount of the Grant to be withdrawn shall be: (i) reduced in proportion to the respective degree of DLI achievement; and (ii) shall remain available for withdrawal only in the subsequent Year if it is met in a manner satisfactory to the World Bank, after which it may be cancelled by the World Bank; and (b) with respect to DLI 2.1, if the targets for the said DLI have not been met by the end of the designated Year, the amount of the Grant to be withdrawn shall be cancelled or reallocated.
5. Notwithstanding the foregoing, at any time, by notice to the Recipient, the World Bank may cancel the amount of the Grant proceeds so withheld or reallocate said amount to other DLIs.
6. If the World Bank determines, at any time, that any portion of the amounts disbursed by the Recipient under Category 3 was made for reimbursement of expenditures that are not eligible under the EEPs, the Recipient shall promptly refund any such amount to the World Bank as the World Bank shall specify by notice to the Recipient.
7. The Closing Date referred to in Section 3.06 (c) of the Standard Conditions is June 30, 2022.

Section V. Other Undertakings

1 Procurement Specialist

The Recipient shall not later than three (3) month from the Effectiveness Deadline appoint a procurement specialist with qualification and experience and under terms of reference satisfactory to the World Bank.

2 Contract Management Training

The Recipient shall not later than eighteen (18) months from the Effectiveness Deadline require all staff in the PDT to undertake training in contract management at an institution satisfactory to the World Bank.

DLI Description, Targets and Amounts	Baseline 2015/2016	Recipient's Fiscal Year following Effective Date					Total DLI Amounts expressed in USD
		Disbursement Linked Results					
		Year 0 2018- Effectiveness	2018/201 Year 1	2019/2020 Year 2	2020 /2021 Year 3	2021/2022 Year 4	
DLI 1. Increase the Proportion of Qualified ECE and Primary Teachers, in the Targeted Disadvantaged Counties	45.77%		46.5%	50%	55%	60%	
DLI Amount expressed in USD			0.3	0.3	0.3	0.3	1.2 m
DLI 2.1 Improve the System of Teacher Payroll Management	No published list of government teachers		Register of teachers on government payroll updated and published	Register of teachers on government payroll updated and published	Register of teachers on government payroll updated and published	Register of teachers on government payroll updated and published	
DLI Amount expressed in USD			0.1	0.1	0.1	0.1	
DLI 2.2 Improve the Quality of the Teaching workforce	No Functionally Illiterate Teachers identified	Nationwide teacher payroll verification and testing Report Published	Remove 250 Functionally Illiterate Teachers from the payroll and pay Compensation	Remove 500 (includes target achieved in Year 1) Functionally Illiterate Teachers from the payroll (in addition to target to be achieved in Year 1) and pay Compensation.	Remove 750 (includes target achieved in Year 1 and Year 2) Functionally Illiterate Teachers from the payroll (in addition to		
DLI Amount expressed in USD		0.22	0.25	0.25	0.25		1.37
DLI 3. Establish a National Primary Student Learning Assessment System			National Assessment Policy, developed, adopted by MoE and disseminated to the public	Report evaluation of pilot of Grade 3 and Grade 6 student assessment in English and Mathematics	Publish results of national Grade 3 and Grade 6 student assessments in English and Mathematics		
DLI Amount expressed in USD			0.3	0.3	0.4		1.0

SCHEDULE 3
Eligible Expenditure Programs
Budget Lines

Institutions	Description	Budget Line and Code
Ministry of Education	Salaries	211010

APPENDIX

Definitions

1. “Anti-Corruption Guidelines” means the “Guidelines on Preventing and Combating Fraud and Corruption in Projects Financed by IBRD Loans and IDA Credits and Grants”, dated October 15, 2006, and revised in January 2011 and as of July 1, 2016.
2. “B Certificate” means a certificate provided by MoE to candidates who have completed the requirements for teaching junior high school level students in accordance with the Liberia Education Reform Act of 2011, as said Act may be amended from time to time.
3. “C Certificate” means the certificate provided by MoE to candidates who have completed the requirements for teaching primary school level students in accordance with the Liberia Education Reform Act of 2011, as said Act may be amended from time to time.
4. “CEOs” or “County Education Officers” means MoE staff at the County level and responsible for education activities at the County level in accordance with the Liberia Education Reform Act of 2011, as said Act may be amended from time to time.
5. “Compensation” means the severance package provided by the Recipient to the Functionally Illiterate Teachers pursuant to the Republic of Liberia Decent Work Act of 2015, as said Act may be amended from time to time.
6. “County” means a political subdivision established by the Recipient.
7. “DEOs” means District Education Officers.
8. “Disbursement-Linked Indicator” or “DLI” means an indicator, set forth in the Annex to Schedule 2 of this Agreement, the achievement of which is a condition for disbursement of the Credit proceeds, pursuant to Section IV of Schedule 2 to this Agreement.
9. “DLI Amount” means the amount of the Credit proceeds set forth in the rows entitled “DLI Amount” in the table in Annex 2 to Schedule 2 to this Agreement for the corresponding calendar year.
10. “DPs” means Development Partners.
11. “ECE” means the education provided to children at the age 3-5 or before Grade 1.

12. “Eligible Expenditure Program” means the Salaries set forth in Schedule 3 to this Agreement.
13. “Eligible School” means a school in a Targeted Disadvantaged County which meet the eligibility criteria set forth in the Project Implementation Manual.
14. “EMIS” or “Education Management Information System” means the Recipient’s system for data collection, processing, analyzing and reporting on educational statistics.
15. “ESDC” means Education Sector Development Committee.
16. “Functionally Illiterate Teachers” means the teachers who have failed the functional literacy test issued by MoE.
17. “Education Sector Plan” means the Recipient’s policy *entitled Getting to Best Education Sector Plan, 2017-2021*.
18. “Local Education Group” or “LEG” means a group of education stakeholders comprising representatives from civil society, the media, DPs, teachers associations and MoE.
19. “Grade 1” means the first year of primary education.
20. “GPE” means Global Partnership for Education, a global fund which finances education in developing countries.
21. “Independent Verification Agency” means an agent recruited by the Recipient for the purpose of verifying progress made against the achievement of the DLI targets.
22. “Independent Verification Report” means any of the reports prepared and furnished to the World Bank pursuant to Section II.D of Schedule 2 to this Agreement
23. “In-service C Certificate Training” means an accelerated training program for teachers pursuing C Certificate (as hereinafter defined) provided by MoE under the Liberia Education Reform Act of 2011, as said Act may be amended from time to time.
24. “In-service ECE C Certificate” means a certificate awarded to kindergarten teachers upon successful completion of training to meet the requirements of teaching at pre-primary level as set forth in the Liberia Education Reform Act of 2011, as said Act may be amended from time to time .
25. “MoE” means the Recipient’s Ministry of Education or its successor.

26. “National Assessment Policy” means a policy to be developed and adopted by the Recipient for monitoring and testing the learning outcomes of students at primary education level in the Recipient’s territory.
27. “National Learning Assessment System” means the Recipient’s system for testing learning outcomes for primary school students.
28. “National School Accountability Systems” means the Recipient’s system for monitoring and reporting on educational activities and results.
29. “Operating Costs” means the incremental expenses incurred on account of Project implementation approved by the World Bank, and includes salaries of contractual staff, expenditures for office rent, office maintenance and office repairs, vehicle repairs and maintenance, materials and supplies, communication costs, support for information systems, translation costs, bank charges and other reasonable expenditures directly associated with implementation of the Project activities, all based on an annual budget acceptable to the World Bank, (excluding salaries of officials of the Recipient’s civil service) and such other expenditures as may be agreed with the World Bank
30. “Partnership Schools for Liberia Program” means the program which was launched by the Ministry of Education in 2016, regarding the education services in primary schools in the Recipient’s territory.
31. “Procurement Regulations” means the “World Bank Procurement Regulations for Borrowers under Investment Project Financing”, dated July 1, 2016.
32. “Project Delivery Team” or “PDT” means the staff within MoE responsible for implementing the Project and comprising a project coordinator, a procurement specialist, a financial management specialist, and a monitoring and evaluation specialist, referred to in Section I.A.2 of Schedule 2 to this Agreement.
33. “Project Implementation Manual” means the manual to be prepared by the Recipient, satisfactory to the World Bank; and referred to in Section I.B of Schedule 2 to this Agreement, as the same may be amended from time to time with the World Bank’s prior written concurrence.
34. “Proportion of Qualified ECE and Primary Teachers” means the number of qualified ECE and Primary teachers who have the required qualification (ECE teachers with ECE C certificate and primary teachers with a C Certificate or B Certificate) divided by the number of ECE and Primary teachers in the Targeted Disadvantaged Counties.

35. "Qualified ECE and Primary Teachers" means teachers who have been awarded a C certificate or ECE C certificate for teaching at pre-primary school level; or C Certificate or B Certificate for teaching at primary school level.
36. "Salaries" means the remuneration provided by the Recipient to its civil servants in MoE, including at the district and county levels.
37. "School Grant Agreement" means an agreement to be entered into between the Recipient and an Eligible School and referred to in Section I.C.1 (b) of Schedule 2 to this Agreement.
38. "School Grants Guidelines" means the guidelines for the administration of School Improvement Grants.
39. "School Improvement Plan" means the plan for utilizing a School Improvement Grant and referred to in Part A.1 (a) (ii) of Schedule 1 to this Agreement.
40. "School Improvement Grant" means a grant provided to a school to implement a Sub-project.
41. "Sub-projects" means the activities which meet the eligibility criteria in the School Grants Guidelines and to be financed by the School Improvement Grants.
42. "Targeted Disadvantaged Counties" means the following counties, namely Grand Kru, River Gee, Sinoe, Maryland, Rivercess and Bomi selected by the Recipient to participate in the Project in accordance with criteria agreed with the World Bank and set forth in the PIM; and any other additional counties agreed with the World Bank.
43. "Training" means expenditures (other than for consultants' services), incurred during the implementation of the Project, based on periodic budgets acceptable to the World Bank, for reasonable expenditures (other than expenditures for consultants' services), including: (i) travel, room, board and *per diem* expenditures incurred by trainers and trainees in connection with their training and by non-consultant training facilitators; (ii) course fees; (iii) training facility rentals; (iv) training material preparation, acquisition, reproduction and distribution expenses; and (v) other costs directly related to training preparation and implementation.
44. "Year" or "Years" means any or all of Year 1, Year 2, Year 3, or Year 4 as the context may require.
45. "Year 1" means the period starting on the Effective Date and ending on May 31, 2019.

46. "Year 2" means the 12-month period starting June 1, 2019 and ending on May 31, 2020.
47. "Year 3" means the 12-month period starting on June 1, 2020 and ending on May 31, 2021.
48. "Year 4" means the 12-month period starting on June 1, 2021 and ending on May 31, 2022.