
Problems of Remuneration in Educational Institutions

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Abstract: The article discusses the shortcomings in the system of remuneration of labor in budgetary institutions (public education system).

Keywords: description, tariff-free, rates, discharge, sign, salary, employee-employee, certificate, category, description, basic training plan, approximate training plan

Relevance of the topic. Reforming the education system is one of the key issues in the period of diversification of the sectors of modernization of the country's economy.

In the Republic of Uzbekistan, since independence, much attention has been paid to the development of education. For example, the fact that up to 40% of state treasury revenues from the social sphere is directed to the development of the education sector indicates the research and relevance of this area.

Main part. In the education system of budgetary institutions, the forms, systems and amounts of remuneration, as well as benefits based on the results of work, are determined by budgetary institutions independently. In order to adequately reward the performance of such institutions, "Director's Funds" are created, which provide incentives from the funds raised in these funds [3].

Employees of the enterprise are divided into two: workers and employees. In budgetary institutions, their classification is reflected in the estimates, which are prepared and approved at the beginning of each year.

The labor report requires the division of employees into managerial and technical (working, maintenance) personnel. Accounting for employees of the enterprise is carried out in the personnel department by the personnel inspector. Employment, transfer to another job, vacation and dismissal are formalized by order (instruction) of the head of the enterprise. For each employee, a personal folder is opened, which contains an employment contract, work book, personnel book, a copy of an information document, a copy of an employment order and other documents.

The manager is obliged to obtain confirmation of information about the employee through a contact letter to the institution in which he / she was educated. If an employee entering a job receives a job assignment, he or she does not need to do the above. In addition, a new employee must provide a diploma of education, a certificate confirming the category (rank, rank) and similar information, in addition to the application for a diploma.

Wages in budgetary organizations are paid according to 2 different systems: according to the established and indefinite system.

Most state educational institutions and secondary specialized vocational colleges, as well as academic lyceums, finance wages in certain and indefinite systems. The remuneration of employees is determined by the structure of definitions. Description is a financial document prepared for a calendar year which includes different determination rates, different odds,

qualification categories and premiums. The amount of remuneration is determined by definition, that is, by the presence of the relevant qualification category, the actual amount of working time, etc. Which are determined by the results of certification, are reflected in the staffing table of the employee. salary fund. The manager must comply with the payroll in the list of definitions signed by the chief accountant (accountant) [2]. The description consists of: serial number, employee's first name, last name, patronymic, work experience, educational institution, educational specialization, qualification category, subject assigned to him, year of study, base rate of the description, teaching hours, teaching hours, wages are charged for teaching hours, wages for teaching hours, other additional allowances (for sports training for women in rural areas, computer class guidance, for SEFR, TFT certificates, advanced subjects for specialized schools), copybook checking hours and accrued wages, class guidance fee consists of monthly allowances .

The sum of these wages is the average monthly wage of a worker (teacher). The definition is drawn up for a period of one year, may be revised every 6 months if necessary, and may also be revised when the national minimum wage increases or tariffs change, otherwise its change is prohibited.

The basis for the development of definitions: in general education schools - basic curricula, in vocational colleges and academic lyceums - standard curricula. According to the Decree of the Minister of Public Education No. 6346, the tariffs set by secondary schools are centralized, and budget requests are made[5]. Tariffs are signed by the head of the public education department, chief accountant, chief economist, lawyer, personnel inspector and heads of the monitoring department. One of the key indicators of the definition is the number of hours devoted to teachers. The definitions of centralized accounting are summarized with the approval of the leaders of secondary schools. It is no secret that in most cases, when studying the financial situation, the lack of definition is transferred to the district department of public education. In our opinion, employment contracts are concluded by the director of a comprehensive school to determine the workers. Working hours of the teacher, groups will be attached at the August meeting by decision of the Pedagogical Council. In general, ratings and descriptions reflect the financial and economic performance of schools. It is known that today in the system of public education there are shortcomings in the search for specialists and their use in their place. The study showed that some secondary schools used non-specialized staff due to the lack of legal literacy of principals.

Although in some secondary schools the document confirming education is not suitable for teaching activities, the fact that classes are issued as a result of non-compliance with the normative documents issued by higher authorities negatively affects the training of quality personnel in secondary schools.

Problem and solutions.

1. As mentioned above, in the public education system, both in vocational colleges and academic lyceums, if the salary for teaching hours is calculated through the base salary, its implementation is reflected in educational journals, and the salary for teaching hours is calculated. based on this base salary, but it is no secret that its implementation is not reflected in any official documents.
2. Meeting the requirements of the state requirement with the involvement of non-specialists can slow down educational reforms, since the provision of non-specialized training by an education specialist affects the development of the consciousness of young people.
3. Execution of resolutions of the Cabinet of Ministers No. 297 and No. 920 indicates that the budgetary funds have not been spent as a result of improper use.[4]. For example,

Article 115 of the Labor Code provides that the normal working hours of an employee cannot exceed forty hours a week, while Article 123 stipulates that “it is possible (Articles 115–118 of the Labor Code)[1]. In this case, the reporting period may not exceed one year, and the duration of daily working time (shift) should not exceed twelve hours. The procedure for applying the accumulative calculation of working time, as well as measures aimed at equalizing the amount of monthly wages paid to employees during the reporting period, is determined by the collective agreement.

4. In accordance with the requirements for checking notebooks, most general education schools, vocational colleges and academic lyceums pay for the notebook exam in the amount of study hours in the native language and literature, Russian language and literature, mathematics and geometry. but in practice, "literature", the lack of circulation of notebooks in the disciplines "literature", "geometry" and their payment - these are improperly planned public funds.
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6. The salary paid to the head of the class is also included in the salary for outstanding work, which is included in the salary calculated in June, July and August.

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3. Decree of the Cabinet of Ministers of the Republic of Uzbekistan dated December 21, 2005 No. 275 “On approval of an improved system of remuneration of people's education workers”.
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