

ABSTRACT

Shortage of teachers is a major challenge to provision of quality education. Gem sub-county has the highest shortage of secondary school teachers in Siaya County. With a CBE of 616 teachers, there are 348 teachers T.S.C teachers in the sub-county. Boards of management have resorted to hiring B.O.M teachers paid from school income. This compromises quality of education as huge amount of money meant for other educational inputs is diverted from approved vote heads to pay B.O.M teachers' wages. The purpose of this study was to determine the influence of B.O.M teachers' wage bill on provision of quality education in public secondary schools in Gem sub-county. The objectives of the study were to: establish the wage bill of B.O.M teachers in public secondary schools, determine the effect of expenditure on B.O.M teachers' wage bill on expenditure on approved vote heads, determine the effect of expenditure on B.O.M teachers' wage bill on school fees charged and to determine the relationship between expenditure on B.O.M teachers' wage bill and K.C.S.E performance. This study was guided by a conceptual framework showing the relationship between the independent variable; B.O.M teachers' wage bill and dependent variable; quality education. Descriptive survey and correlation designs were used in this study. The study comprised a target population of 38 head teachers, 190 Heads of Departments and 214 B.O.M teachers. Saturation sampling technique was used to select a sample of 34 principals, 140 HODs and 194 B.O.M teachers. Data collection was through document analysis guide and questionnaires for principals, HODs and B.O.M teachers. Content and face validity of the research instruments was established through scrutiny by experts who were thesis supervisors. Test re-test method was used to establish the reliability research instruments. Correlation coefficients of 0.78, 0.81 and 0.85 for principals, heads of departments and B.O.M teacher were established respectively. Quantitative data from questionnaires was analyzed using the statistical package for social sciences (SPSS) computer programme version 11.5 and descriptive and inferential statistics in form of Pearson correlation coefficient at $\alpha=0.01$ generated. Qualitative data obtained from questionnaires was analyzed on an ongoing process according to themes as they emerged. Major findings of the study indicated that schools in Gem sub-county spend huge amount of money on wages of B.O.M teachers and also diverted funds from the approved vote heads to pay these wages. The study also found out that an increase in expenditure on wages of B.O.M teachers leads to an increase in school fees charged and increase in expenditure on B.O.M teachers improved K.C.S.E performance. The overall conclusion was that wage bill of B.O.M teachers interfere with allocation of funds meant for other educational inputs and this affects provision of quality education in public secondary schools. The study recommended that for schools to provide quality education, the government should cater for wages of B.O.M teachers and have policy that guides hiring and remuneration of B.O.M teachers. Findings of this study are useful to educational managers and policy makers in developing measures on wages of B.O.M teachers to achieve the vision of providing quality education.