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(Republic of the Philippines)  
MINISTRI NG EDUKASYON, KULTURA AT ISPORTS  
(MINISTRY OF EDUCATION, CULTURE AND SPORTS)  
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MECS M E M O R A N D U M  
No. 221, s. 1982

INCENTIVES FOR SPECIAL EDUCATION TEACHERS

To: Bureau Directors  
Regional Directors  
Chiefs of Services and Heads of Units  
Schools Superintendents  
Presidents, State Colleges and Universities

1. In keeping with the National Plan of Action for Education currently being implemented and in recognition of the rights of disabled persons as enunciated in the Universal Declaration of Human Rights, the Bureau of Elementary Education through the Special Education Division has taken definite steps to pave the way for the expansion of the special education program so that those who need special services shall be served. Formal and in-service training programs were accelerated to equip teachers with knowledge, skills and attitudes required of mentors of exceptional children.

2. However, this Office continuously receives reports that in most instances, special education teachers and other elementary grades teachers are discouraged from organizing special education classes because their administrators show lack of concern and willingness to support the program, give no recognition and such other incentives that would recompense them for their efforts. These reports are substantiated by findings in a study conducted by this Office which point to the abovementioned as the main reasons for the high attrition rate of teachers in special education.

3. In order to strengthen the special education program, it is strongly recommended that school administrators consider the following measures:

a. Include special education teachers and/or elementary grades teachers who are actively involved in special education in the ranking for:

(1) Master Teacher Position (MEC Order No. 10, s. 1979)  
and

(2) Merit increase: provided however that there are organizational and annual reports for at least 3 years to support such claim.

- b. Award recognition (division level) to special education teachers and/or elementary grades teachers who have meritoriously handled classes for exceptional children for a minimum of five years;
  - c. Provide itinerant special education teachers with travel expenses charged against local funds;
  - d. Give teachers without formal training who are handling special classes, priority to special education scholarships, seminars and other trainings; and
  - e. Adhere to the provisions of BPS General Letter No. 213, dated November 9, 1967 which limits the size of special education classes for maximum efficiency.
4. In this connection, all teachers with training in special education should be assigned to handle special classes for as long as there are exceptional children in need of their services.
5. Immediate dissemination of this Memorandum is desired.

(SGD.) ONOFRE D. CORPUZ  
Minister

References:

- MEC Order: (No. 10, s. 1979)
- BPS General Letter: No. 213, dated November 9, 1967

Allotment: 1-2-3--(D.O. 1-76)

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