

Republika ng Pilipinas
(Republic of the Philippines)
MINISTRI NG EDUKASYON, KULTURA AT ISPORTS
(MINISTRY OF EDUCATION, CULTURE AND SPORTS)
Manila

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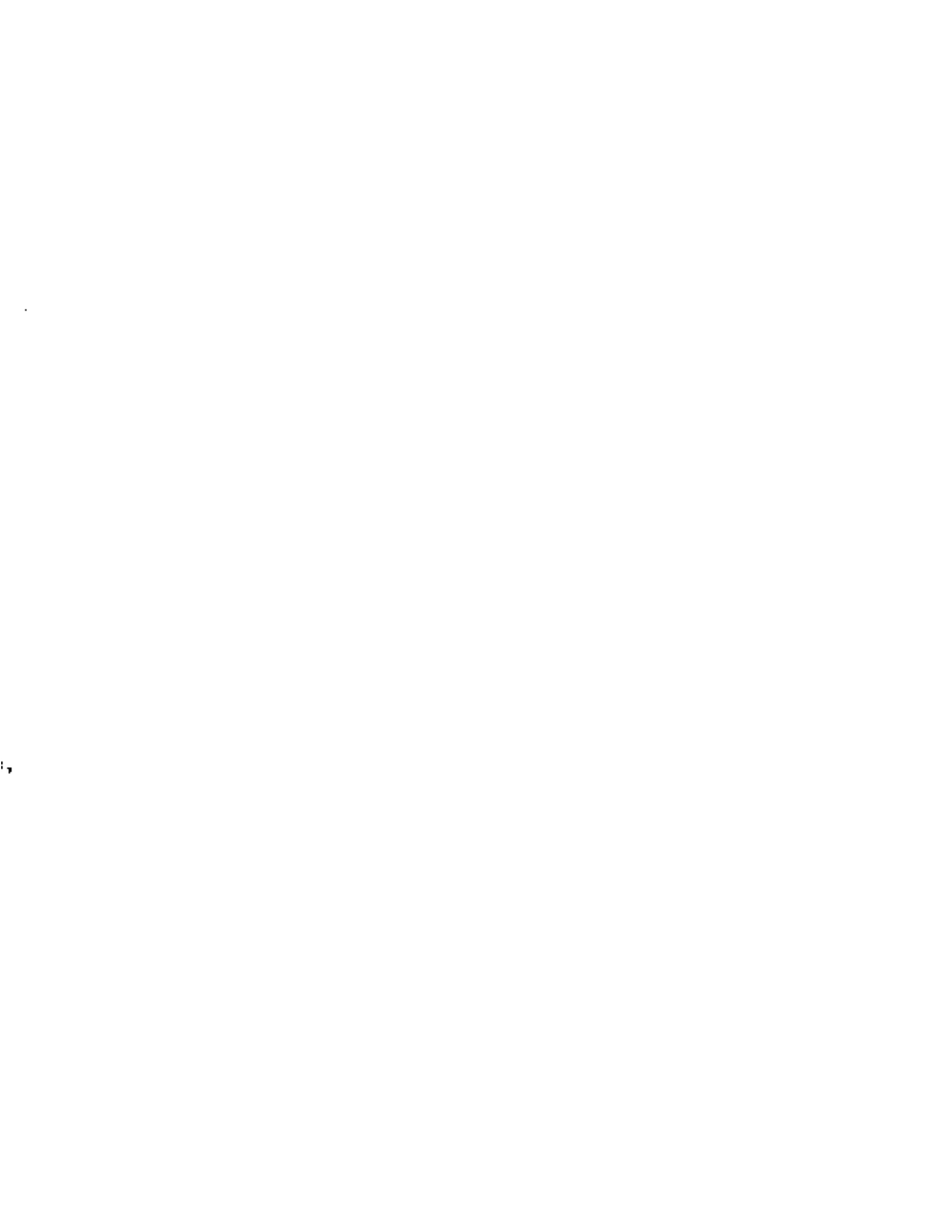
MECS MEMORANDUM

No. 147, s. 1985

✓ CONTINGENCY PLANNING TO PREVENT TEACHER STRIKES
FROM ADVERSELY AFFECTING STUDENT WELFARE

To: Heads of Bureaus/Centers/Offices
Regional Directors
Division Superintendents of Schools
Vocational School Superintendents/Administrators/Principals

1. It is the responsibility of Ministry and school administrators to protect innocent students from being adversely affected by teacher-caused disturbances. It is therefore imperative that all necessary action be taken in order to ensure that learning continues despite teacher strikes and other forms of mass action that have the effect of disrupting classes.
2. School administrators shall strictly observe the provisions of MECS orders relating to salary deductions and disciplinary action, including suspension and termination of violators of Ministry and Civil Service rules and regulations. The school year shall not be extended and no make up classes shall be held for the purpose of compensating for days missed due to teacher-caused disruptions.
3. Regional Directors, Division Superintendents and School Heads, as the disciplinary authorities, shall coordinate closely with Civil Service Commission officials for the purpose of improving upon their mechanism for expeditiously handling administrative proceedings against erring teachers.
4. School administrators shall maintain close communication with parents directly and through parent-teacher associations, in order that the latter may be fully advised of the status of any disruptions. In particular, parents shall be advised that classes are suspended only during holidays approved as such by the President of the Philippines, during typhoons and other calamities in accordance with standing regulations, and during specific days as may be approved by school officials within the limits of delegated authority. It shall be emphasized that no teacher or teacher association has authority or the right to decide on the suspension of classes.
5. A contingency plan shall be prepared by each Division Superintendent and School Head if there is any possibility of class disruption due to teacher mass action within the division or school and in accordance with the anticipated degree of disruption and options available to the school. The contingency plan shall cover at least the following areas and shall consider the indicated alternatives.
 - a. Notorious disruptors shall be replaced as promptly as is allowed by civil service rules and regulations and in accordance with the appropriate administrative machinery, described under Ministry Orders Nos. 9 and 10, s. 1985 and Ministry Memorandum No. 143, s. 1985.



- b. All concerned are reminded that non-eligibles and substitutes may be terminated and replaced with a minimum of formalities. Similarly, teachers declared as excess and teachers on detail from other schools or divisions may be promptly transferred or returned as the case may be.
- c. Division Superintendents shall maintain and constantly update a list of applicants for teaching positions, in order that replacements may be immediately hired in place of terminated teachers.
- d. As part of their contingency planning, school principals shall identify emergency replacements who may take over specific classes, pending the hiring of replacements of terminated teachers or for the duration of a strike, whichever comes first. Among others, the school head shall plan on asking any or all of the following to take over the classes of striking teachers:
 - i. School administrators, master teachers, department heads, and other officials assigned administrative responsibilities that remove them from the classroom;
 - ii. Teachers who remain in their post who agree to handle overload teaching;
 - iii. Teachers who have been detailed to non-teaching work at district, division, regional or the central office, who shall thereupon be returned to their mother schools;
 - iv. Supervisors and personnel at district, division and regional offices of the Ministry who are qualified to teach;
 - v. Retired teachers, particularly those who reside in the vicinity and preferably retirees from the school itself;
 - vi. Non-formal education teachers and coordinators;
 - vii. Graduates or graduating students in colleges of education;
 - viii. Parents, particularly housewives, who are qualified or who may be trained to handle classes;
 - ix. College graduates and students, civil servants, employees of private companies and other residents of the community who are qualified or who may be trained to handle classes; and
 - x. The most academically advanced among the students of higher grades/years in the same or nearby schools.
- e. Honoraria may be paid to temporary replacements in accordance with applicable budgetary and compensation regulations.

7. Regional Directors and Division Superintendents shall coordinate with the Ministry Central Office units concerned and with appropriate media offices for the purpose of enlisting their assistance in implementing media-based classes and other similarly innovative techniques:

- a. The Regional Director of the National Capital Region and the Superintendent of Manila shall advise other Regional Directors and Superintendents on the Metro Manila experience in preparing for and implementing the "Radio Grade School" that was aired in Metro Manila as a joint project between the MECS and the Office of Media Affairs during the teacher strike in February 1985. Regional Directors and School Superintendents in large urban areas shall plan for similar classes where these are believed necessary.
- b. The Bureau of Secondary Education shall advise, as appropriate, on the implementation of the "In School, Off School" method whereby students are assigned take-home learning material and report to formal classes only on designated days.
- c. The National Educational Testing Center shall advise, as appropriate, on the mechanics of the Philippine Educational Placement Test in order that the progress of students victimized by prolonged disruption may be properly evaluated.

(SGD.) JAIME C. LAYA
Minister

References:

MECS Orders: Nos. 9 and 10, s. 1985
MECS Memorandum: No. 143, s. 1985

Allotment: 1-2-3-4--(D.O. 1-76)

To be indicated in the Perpetual Index
under the following subjects:

CLASSES	SALARY
LEAVE	SERVICE
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POLES & REGULATIONS	

