

Republic of the Philippines
(Republic of the Philippines)
MINISTERIO NG EDUKASYON AT KULTURA
(MINISTRY OF EDUCATION AND CULTURE)
Manila

September 28, 1979

MEC ORDER
No. 62, s. 1979

AMENDING PARAGRAPH 2-a OF MEC ORDER NO. 34, S. 1979

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

1. Paragraph 2-a of MEC Order No. 34, s. 1979, entitled "Issuance of Temporary, Provisional and Substitute Appointment of Teachers" is hereby amended to read as follows:

a. Substitute teachers may be appointed when the regular incumbents are on maternity leave, on active military tour of duty upon request of military authorities, on study leave, or on vacation or sick leave of absence with or without pay. If the regular incumbent is on leave without pay, the salary of the substitute may be charged against the item of the regular incumbent and if on leave with pay the salary of the substitute is chargeable against the amount appropriated for substitute teachers in the Appropriations Act for the calendar year. Teachers engaged in actual teaching who go on leave of absence for a period of less than one (1) month may be substituted, attention being invited to Resolution No. 1253 of the Civil Service Commission dated September 4, 1979, copy inclosed.

2. Please be guided accordingly.

(SGD.) ONOFRE D. CORPUZ
Minister of Education and Culture



Incl.:

As stated

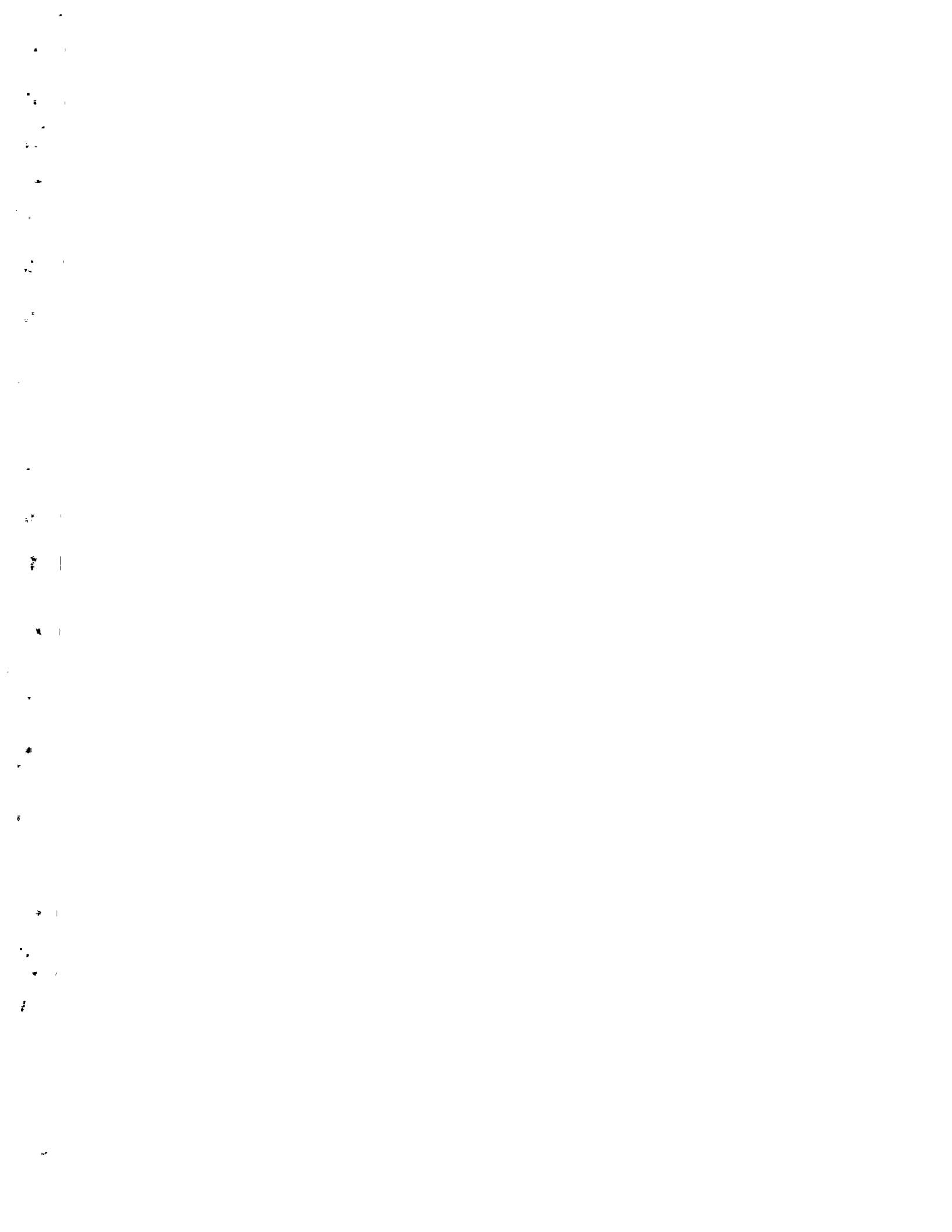
Reference:

MEC Order: (No. 34, s. 1979)

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

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

- ~~AMENDMENT~~
- ~~APPOINTMENT, EMPLOYMENT~~
- ~~REAPPOINTMENT~~
- ~~RULES & REGULATIONS~~
- ~~SALARY~~
- ~~SUPERINTENDENTS~~
- ~~TEACHERS~~



(Inclosure to MEC Order No. 62, s. 1979)

Republika ng Pilipinas
KOMISYON NG SERBISYO SIBIL
(CIVIL SERVICE COMMISSION)
MANILA

Request for Authority to Appoint
Substitute Teachers, MEC

RESOLUTION NO. 1253

This refers to the request of the Minister of Education and Culture for authority to appoint substitutes to teachers engaged in actual teaching for a period of less than one (1) month as an exception to Section 24, Rule III, of the Civil Service Rules on Personnel Actions and Policies implementing Section 25 (b) of P.D. 807.

It is represented that the application of the above mentioned rule has resulted in the non-filling of teaching positions, which has disrupted the normal functions of the schools affected to the detriment of the pupils.

Section 24 of Civil Service Rule III provides:

"SECTION 24. A temporary appointment shall be issued to a person who is appointed as a substitute to a regular incumbent who is unable to perform the duties of his position, and such appointment shall be good only until the return of the regular incumbent.

"A person is considered unable to perform the duties of his position if he:

"(1) has been ill for a period of at least one month and there is need to fill the position immediately; and

"(2) on authorized leave of absence for a period of at least one month."

The rationale for providing that the regular incumbent of a position should be ill or on authorized leave of absence for a period of at least one month to be considered unable to perform the duties of his position is to insure that the person appointed as a substitute would have some time to train for the job so that he could effectively perform his duties and contribute to the attainment of the objectives of the agency.

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However, the representations of the Minister of Education and Culture have been duly considered and we find the same well taken. Indeed, unless a teacher-substitute can be immediately appointed after the occurrence of a temporary vacancy, classes will be disrupted to the prejudice of the school children. We also take note of the fact that under the provisions of the Magna Carta for Teachers, Republic Act No. 4670, and P.D. 1006, those who shall be appointed as teachers, whether permanent, provisional or temporary, shall meet the qualifications requirements prescribed therein.

Wherefore, authority is hereby granted the Ministry of Education and Culture to appoint substitute teachers for positions which are temporarily vacant for less than one month as an exception to Section 24, Rule III of the Civil Service Rules on Personnel Actions and Policies.

Manila, September 4, 1979

(SGD.) JACOBO C. CLAVE
Chairman

(SGD.) JOSE A.R. MELO
Commissioner

A true copy

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