

Republika ng Pilipinas
(Republic of the Philippines)
MINISTRI NG EDUKASYON AT KULTURA
(MINISTRY OF EDUCATION AND CULTURE)
Maynila

July 31, 1980

MEC ORDER
No. 32, s. 1980

RECRUITMENT AND QUALIFICATION FOR COLLEGIATE TEACHERS

To: Bureau Directors
Regional Directors
Schools Superintendents
Presidents, Colleges and Universities
Heads of Private Schools, Colleges and Universities

1. The need to amend the existing policy limiting the recruitment of collegiate teachers to graduates of appropriate master's degree is deemed necessary by allowing highly qualified new graduates to join in the service, with the view to provide and maintain a more vibrant mix of teaching personnel in each college or university.

2. The following guidelines on the matter of employment of teachers in all colleges and universities are hereby accordingly prescribed for observance:

- a. Full-time teachers in the service of each college or university as of the school year 1979-80, shall be holders of the master's degree appropriate to their respective majors or fields of specialization.
- b. Henceforth, the recruitment and selection of graduates with academic honors such as Summa Cum Laude, Magna Cum Laude, and Cum Laude, to teach subjects in their majors or fields of specialization shall be the general rule on the matter of employment for collegiate teaching.
- c. By way of exception, on a case-to-case basis, graduates without any academic honors may be recruited and employed for collegiate teaching; subject to the condition, however, that the said teachers shall be required to earn their individual master's degree within a maximum period of five (5) years from the date of their employment.
- d. Graduation with academic honors and/or possession of an earned master's or doctorate degrees shall be considered and taken as factors in providing starting salary ranges and merit increases for collegiate teachers.

3. Each college or university shall establish and maintain a staff development program, together with the necessary supportive provisions in terms of Qualifications and Salary Standards, and Merit Promotion Plan, with the view to promote the interest of its faculties and upgrade the qualifications and competencies of their members in line with the mandate of excellence.

4. This Order shall take effect beginning the school year 1980-81, and amends all existing policies and rules inconsistent with its provisions.

5. It is desired that this Order be disseminated to all concerned.

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

References:

MEC Order: No. 25, s. 1979

MEC Memorandum: No. 150, s. 1979

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

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

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