

*from Records: F17-96*

VISAYAS STATE COLLEGE OF AGRICULTURE  
Baybay, Leyte

OFFICE OF THE PRESIDENT

January 15, 1996

MEMORANDUM NO. 9  
Series of 1996

T O: Department/Center/Unit Heads and Academic Staff Concerned  
SUBJECT: Horizontal Steps Adjustments to Faculty Members

ViSCA submitted to the DBM Regional Office in Tacloban City for certification the Plantilla of Position, Allocation, Appointment and Salary Adjustments for faculty members affected by the horizontal steps adjustment.

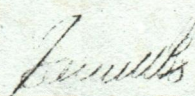
Quoted hereunder is a portion of Dir. Imelda C. Laceras' reply which this office received before the end of December 1995:

"May we inform that we have posed a query to our Central Office on certain issues for a uniform understanding such as the effectivity date of implementation and source of fund, among others. Meanwhile, we are holding in abeyance the certification of said Plantilla until such time that an opinion from our Central Office will be rendered."

In view thereof, the request/petition of the thirty eight (38) staff members for ViSCA to implement the horizontal (or stepwise) adjustment, i.e. steps 1 thru 8, within the rank of Professor VI and in other ranks has to wait until the receipt of the certification/opinion from the DBM. ViSCA has to wait for DBM decision on the issue. Information that other SCUs have implemented the horizontal adjustment is subject to verification from DBM.

Your cooperation is earnestly requested.

For dissemination to all concerned.

  
SAMUEL S. GO  
President

cc: Dr. V. A. Quiton  
Dr. N. P. Pascual  
Prof. R. C. de Pedro, Jr.  
Ms. N. V. Cala  
Ms. R. C. Lemos  
Records  
File





Republic of the Philippines

## Department of Budget and Management

REGIONAL OFFICE NO. VIII  
Yutangco Building, P. Burgos Street  
Tacloban City, Tel. 321-2327

December 26, 1995

Dr. Samuel S. Go  
President  
Visayas State College of Agriculture  
Baybay, Leyte



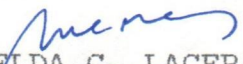
Dear President Go:

This has reference to the submitted Plantilla of Position, Allocation, Appointment and Salary Adjustment for faculty members affected by the horizontal step adjustments for our certification.


May we inform that we have posed a query to our Central Office on certain issues for a uniform understanding such as the effectivity date of implementation and source of fund, among others. Meanwhile, we are holding in abeyance the certification of said Plantilla until such time that an opinion from our Central Office will be rendered.

Our best regards and warm greetings for the season.


Very truly yours,


  
IMELDA C. LACERAS  
Director III-OIC

EBT/CCSS

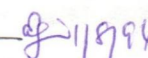
Dr. NP. Pascual  1/1/96


NOTED:


  
SAMUEL S. GO  
PRESIDENT

Dr. VA Guiton 

Ms. NV Cala 

Ms. RC Limos  1/1/96

Prof. RC de Pedro Jr. 

Ms. T. L. Guinapola 



December 26, 1995

Dr. Samuel S. Go  
President  
Visayas State College of Agriculture  
Baybay, Leyte



Dear President Go:

This has reference to the submitted Plantilla of Position, Allocation, Appointment and Salary Adjustment for faculty members affected by the horizontal step adjustments for our certification.

May we inform that we have posed a query to our Central Office on certain issues for a uniform understanding such as the effectivity date of implementation and source of fund, among others. Meanwhile, we are holding in abeyance the certification of said Plantilla until such time that an opinion from our Central Office will be rendered.

Our best regards and warm greetings for the season.

Very truly yours,

IMELDA C. LACERAS  
Director III-OIC

EBT/COSS

*Dr. VA. Omiton - given personally 1-8-96*

*M. 1/8*

NOTED:

*Samuel S. Go*  
SAMUEL S. GO  
PRESIDENT

147845



OP File

PHILIPPINE ASSOCIATION OF STATE UNIVERSITIES AND COLLEGES  
PUP Hasmin Hostel, Ramon Magsaysay Blvd.  
Sta. Mesa, Manila

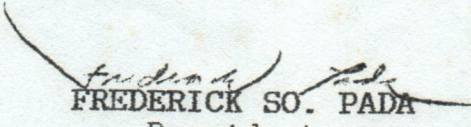
October 20, 1995

Memorandum To: All SUC Presidents

May we furnish you herewith two DBM letters relative to NCC No. 69, as follows:

1. Letter signed by USEC Virgilio A. Ifurung dated October 10, 1995 authorizing the 2nd cycle evaluation covering the period July 1993 to June 1995.
2. Letter signed by USEC Emilia T. Boncodin dated October 13, 1995 authorizing the grant of horizontal steps adjustment to faculty members and clarifying the evaluation and filling of College and University Professor items.

For your information and guidance.

  
FREDERICK SO. PADA  
President

Xerox copies to  
Prof. R. Code Polanco  
11-3-95





REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF BUDGET AND MANAGEMENT  
MALACANANG, MANILA

October 10, 1995

**Dr. Frederick So. Pada**  
**President**  
**Philippine Association of State**  
**Universities and Colleges (PASUC)**  
**Sta. Mesa, Manila 1016**

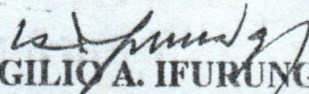
**Sir:**

This pertains to your letter dated August 2, 1995 requesting authority to undertake the second cycle evaluation for the implementation of NCC No. 69 covering the period July 1993 to June 1995.

Considering the representations made and in conformity with our understanding that the evaluation of credentials of State University and Colleges (SUCs) faculty shall be made once every two years, we interpose no objection to your request.

We appreciate your concern for the welfare of your constituents in State Universities and Colleges.

Very truly yours,

  
**VIRGILIO A. IFURUNG**  
Undersecretary





REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF BUDGET AND MANAGEMENT  
MALACANANG, MANILA

October 13, 1995

DR. FREDERICK SO. PADA  
President  
Philippine Association of State  
Universities and Colleges (PASUC)  
PUP Hasmin Hostel, Sta Mesa, Manila

S i r :

This refers to your letter dated June 21, 1995 requesting the following:

- a. Issuance of a letter to PASUC with contents similar to DBM letter dated December 19, 1994 to the President of Don Severino Agricultural College (DSAC),
- b. Clarification relative to University/College Professor items.

DBM letter dated December 19, 1994 authorizing the grant of horizontal step adjustments to faculty members who merited the ranks of Assistant Professor, Associate Professor and Professor under NCC No. 69 but are constrained to occupy lower ranks due to the quota system is reiterated as applicable to all faculty members of state universities and colleges similarly situated as indicated below:

Present Academic Rank	Evaluated Academic Rank Under NCC 69	Allowable Academic Rank/Step Per NCC 69
A. Instructor II	Assistant Professor IV	Assistant Professor IV - 1st step
Instructor III	Assistant Professor IV	Assistant Professor IV - 1st step
Assistant Professor I	Assistant Professor IV	Assistant Professor IV - 1st step
Assistant Professor II	Assistant Professor IV	Assistant Professor IV - 1st step
Assistant Professor III	Assistant Professor IV	Assistant Professor IV - 1st step
B. Instructor II	Associate Professor	Assistant Professor IV - 1st step
Instructor III	Associate Professor	Assistant Professor IV - 2nd step
Assistant Professor I	Associate Professor	Assistant Professor IV - 3rd step
Assistant Professor II	Associate Professor	Assistant Professor IV - 4th step
Assistant Professor III	Associate Professor	Assistant Professor IV - 5th step
C. Instructor III	Professor	Associate Professor V - 1st step
Assistant Professor I	Professor	Associate Professor V - 2nd step
Assistant Professor II	Professor	Associate Professor V - 3rd step
Assistant Professor III	Professor	Associate Professor V - 4th step
Assistant Professor IV	Professor	Associate Professor V - 5th step



"Tulong-tulong sa pagsulong!"



D. Associate Professor I      Professor  
 Associate Professor II      Professor  
 Associate Professor III      Professor  
 Associate Professor IV      Professor  
 Associate Professor V      Professor

Associate Professor V - 6th step  
 Associate Professor V - 6th step  
 Associate Professor V - 6th step  
 Associate Professor V - 6th step  
 Associate Professor V - 6th step

Relative to Sections 4.1 and 4.2 of NCC No. 69, on the prescribed limit of College/University Professor items, the same has been clarified per our letter dated June 21, 1995, a copy of which is hereto attached.

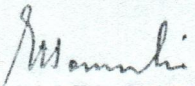
Section 8.0 of NCC No. 69 provides that "SUC Presidents and Vice-Presidents or their equivalents who qualify under any level of full Professor or College/University Professor may receive the corresponding salary of such level of full Professor or College/University Professor in their present plantilla positions in instances wherein his salary as SUC President is lower than that of a full Professor or College/University Professor, as the case may be." Accordingly, the concerned officials may retain their present plantilla positions but shall be entitled to the salary grade of College Professor, SG-29 or University Professor, SG-30, as the case may be. To illustrate:

plantilla position	- SUC PRESIDENT II, SG-28
faculty rank per	- COLLEGE PROFESSOR, SG-29
NCC No. 69	

<u>POSITION TITLE</u>	<u>SALARY GRADE</u>	<u>ACTUAL SALARY</u>
SUC President II; (College Professor)	28 (29)	P 18,775/month (1st step, SG-29)

Likewise, SUC Presidents who opt to return to the academe after the expiration of their fixed term of office may be appointed as College Professor/University Professor, subject to the provisions of NCC No. 69, insofar as pertinent, in addition to the slot available for deserving faculty members as provided under Section 4.1.1 of NCC 69. Thereafter, any vacancy arising from the retirement/resignation of a faculty member appointed as College Professor/University Professor, shall not be filled up from among the ranks of the faculty members, until such time that the SUC President/Vice President similarly appointed as College Professor/University Professor has retired/resigned from the government service.

Very truly yours,

  
 EMILIA T. BONCODIN  
 Undersecretary



VISAYAS STATE COLLEGE OF AGRICULTURE  
Baybay, Leyte

December 7, 1995

The President  
VISCA, Baybay, Leyte

Attention: Academic Personnel Board and  
PASUC Committee

Re : Request/Petition for VISCA to implement the horizontal  
(or stepwise) adjustment, i.e. steps 1 thru 8, within the rank  
of Professor VI and in other ranks.

Sir :

We, the undersigned faculty members, hereby strongly request/  
petition your office to implement the stepwise (or horizontal) adjustment,  
depending on qualifications/achievements, within the rank of Professor VI.

The present practice in VISCA makes the rank of Professor VI as  
the "dead end" position with the exception of the possibility of becoming  
a College Professor or University Professor which is even only honorific.  
In addition, as per PASUC guidelines each institution/college is allowed  
to have only one College/University Professor every six years.

Other SCU's, however, have already implemented a stepwise adjustment  
of faculty members ranked Professor VI so that some are now appointed  
Professor VI (step 1) or Professor VI (step 8), etc. Right here in Leyte,  
the Palompon Institute of Technology (PIT) had implemented such a scheme  
according to PIT President Jose Sal Tan himself.

It is just but fair that a similar (or if possible, a better) scheme  
is adopted in VISCA for the benefit of deserving faculty members.

Hence, this request/petition for VISCA to implement said adjustment  
to deserving Professor VI faculty.

We, likewise strongly request/petition that stepwise (or horizontal)  
adjustment be implemented as well in all other faculty ranks.

Thank you.

cc: Academic Personnel Board  
PASUC Committee

Sincerely yours,

LELITA R. GONZALEZ

OTHELLO B. CARUNO

JOSE ALKINO JR

WOLFRINA T. AUSTRIA

Rodolfo A. Maningbatan

DOLORES L. ALWATER

FLORENCIO STADAGA  
ZENaida C. GONZAGA

MARITA I. GALINATO

MARILYN Z. ORACION

BEATRIZ S. BELONIAS

ROSALINA O. POLIQUIT

RODRIGO F. SEBIDOS



NAME
EDWIN BALBARINO
LINDA S. DE LA ROSA
ZM delo/Pos
Lualhati M. Noriel
E.R. ACORER
LUCIA H. BORINES
L.B. DE PEDRO
B.T. MAXNORDS
R.G. Gerona
Y.C. Mangasang
M.J. C. Ceniza
MANUEL K. PALOMAR
EDMANGAORDG
Eisic Salamat
RUIZEN M. GAPASIN
MISAEZ T. DIUTADO, JR
ARSENIO D. RAMOS
ELIZABETH D. BRIONES
PEDRO P. PASCUAL
RAQUEL C. SEROHROS
MUTH O. ESCASIAS
FAUSTINO P. VILLANORON
Isabella B. Lulin
BEATRIZ C. JADINIX

SIGNATURE
