



LEYTE STATE UNIVERSITY

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Office of the President

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R E: Payment of Honoraria for Overload Teaching

The Prime Hourly Teaching Rate (PHTR) has been used by the University in computing for the honoraria of teachers with teaching overload including summer teaching load regardless of their leave status. The computation of the PHTR as reflected in the annual budget call puts a premium of 25% over the regular hourly rate for undergraduate program, 50% and upwards for graduate program depending on the qualification of the faculty member. In all instances, the overload is based on "services in excess of 6 hours of actual teaching per day but not more than 2 hours." While the law authorizes the payment of additional compensation for "actual classroom teaching" in excess of 6 hours, this does not exempt them from the 8 working hours required of all government employees under the Forty (40) Hour Week Law.

The opinion of the Department of Budget and Management which is also consistent with Civil Service Commission Resolution No. 962875 can be summarized as follows:

"Services rendered by faculty members during Holidays, weekends and summer are not considered overload. Teachers are covered by the provision of LOI 1509 which grant them teacher leave status or the right to enjoy Christmas and long vacation period with pay even if they do not render any service. They may, however, earn and accumulate vacation service credits for working on Saturdays, Sundays and holidays or during school vacations.

The payment of honoraria based on the PHTR is only allowed for teaching overload not exceeding two hours per day but should not include Saturdays, Sundays and Holidays including summer classes.

With regards to the Modified Faculty Workload Scheme, this must not violate existing Civil Service Laws and Rules, otherwise, the same can not be recognized and given effect. It should be stressed that the Civil Service Laws and Rules must be satisfied in order that a PASUC-developed rule or policy can be validly implemented.

In view of the foregoing, effective this SY 2001-2002, the payment of honoraria for overload shall be based on the PHTR. Applying the formula to purely teaching activities is not a problem. Since the computation for overload is based on Workload Units (WLU) taking into consideration the different activities a faculty member is handling (instruction, research, extension and administration), there is a need to convert the WLU to the equivalent number of hours.

In this connection, please come up with a conversion formula or the assignment of the appropriate number of hours for workload on research, extension and administrative functions so that services rendered in excess of the regular working hours shall be justly compensated.


PACIENCIA P. MILAN
President 

cc: FMO
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