

# **HUMAN RESOURCE MANAGEMENT**

### CERTIFICATE OF EMPLOYMENT

To Whom It May Concern:

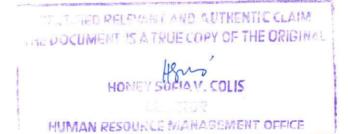
This is to certify that according to the records of this office, Mr. France Allan M. Cavite was contracted as Part-time Instructor on Job Order status at the College of Nursing from February 1, 2017 up to January 9, 2019.

This certification is issued upon the request of Mr. Cavite for DBM-CHEd JC3 reclassification purposes.

Issued on August 3, 2023 at VSU, Visca, City of Baybay, Leyte.

MIRIAM M. DE LA TORRE OIC Head, RSPPRO @

OR No. 0662550 Date Issued: 08/01/2023



RECRUITMENT, SELECTION, PLACEMENT AND PERSONNEL RECORDS OFFICE

Visayas State University, Baybay City, Leyte Email: odahrd@vsu.edu.ph

Website: www.vsu.edu.ph Phone: +63 53 565 0600 Local 1060



Management System ISO 9001:2015



PAGE 1 OF 1 FM-VSU-04 v2 05-09-2023

www.tuv.com ID 9108658749

## KNOW ALL MEN BY THESE PRESENTS:

This agreement made and executed into by and between:

The Visayas State University (VSU), a government academic institution and created by virtue of R.A. 9437, with principal office at Baybay. Leyte duly represented by the University President. Dr. EDGARDO E. TULIN hereinafter referred to as the FIRST PARTY; ·and-

Mr. France Allan M. Cavite, of legal age, male, Filipino, and residing at 350 Brgy. Bontoc, Hindang, Leyte, hereinafter referred to as the SECOND PARTY:

#### WITNESSETH:

WHEREAS, the FIRST PARTY is in need of one with the desired expertise who will teach courses/subjects at the Coll of Nursing, VSU, effective 2nd semester SY 2016-2017 at a monthly rate of P17.000.00 for a total of 48 hours work per week, 40 hours of which should be actual hospital duty/classroom laboratory and the remaining hours as Nursing audit before and after duty schedule of students other activities including extension of work of the College of Nursing.

WHEREAS, the SECOND PARTY possesses the needed expertise to undertake the aforementioned job and is willing to be paid as prescribed above in accordance with BOR Resolution No. 20, series of 2012;

Now, THEREFORE, premises considered, the parties hereto have hereby agree as they have agreed under the terms and conditions. as follows:

THAT the SECOND PARTY hereby undertakes the aforementioned teaching jobunder the direct supervision of the FIRST PARTY or duly authorized representative; such as:

A. To conduct classes as scheduled:

B. To conduct examination (mid/final/long hours/quizzes), maintain class records, and correct and return test papers on time; (I week after the exam).

C. To submit grades and turn over class records to department head two weeks after

D. To participate in other teaching activities required of them.

E. To report to class on time and pass clearance after end of semester.

That for and in consideration of the foregoing job, the FIRST PARTY agrees to pay the SECOND PARTY for services certified by the Dean, College of Nursing which should be in accordance with the prescribed schedule of classes as certified by the University Registrar, unless there is an approved changes thereto, or when the FIRST PARTY declares no classes but directs the SECOND PARTY to participate in university activities. In which case, the SECOND PARTY shall be paid if they actually reported and participated in the said activity based on the certification of the department head of the actual participation and attendance by the SECOND

That in the event the Second Party pre-terminates this contract without reasonable cause he shall be made to pay a penalty of Fifty Thousand Pesos ( P 50,000.00) without prejudice to filing a case against him for breach of contract.

That the Second Party is also required by the First Party to pass a clearance every end of the summer/semester to ensure that all academic requirements have been complied with. Last payment of service for the said semester shall be released only upon submission of the

That the second party should also adhere to existing rules and regulations of the University including the wearing of uniform.

That this agreement will not in any manner result to any employer employee relationship between the parties.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this MAR 4 9 2007 , 2016, at Baybay , Leyte, Philippines.

VISAYAS STATE UNIVERSITY Baybay, Leyte

EDGARDO E. TULIN University President (First Party) Signed in the presence of:

FRANCE A COAN M. CAVITE Second P

DES B. CANO

PROVINCE OF LEYTE) REPUBLIC OF THE PHILIPPINES)S.S. MUNICIPALITY OF BAYBAY)

day of MAR 2 9 2017, personally appeared Dr. Edgardo E. BEFORE ME, this Tulin with valid w/ valid ID No. VOO522 and Mr. France Allan M. Cavite with valid ID No. known to me to be the same persons who executed the foregoing instrument and they acknowledged to me that the same is their free and voluntary act and deed.

This instrument consisting of two pages including this acknowledgement has been signed by the parties and their witnesses and sealed with my notarial seal.

WITNESS MY HAND AND SEAL on the date and place first above written.

Doc. No. 341

Page No. 73 Book No. XVI

Series of 2017

Notary Public

COOR

EYTE-4/42/47 117-12/19/16 HULL OF MITU. 12 NO. 57467

CERTIFIED RELEVANT AND AUTHENTIC CLAIM THE DOCUMENT IS A TRUE COPY OF THE ORIGINAL

PT# 0076

#### KNOW ALL MEN BY THESE PRESENTS:

This agreement made and executed into by and between:

The Visayas State University (VSU) a government academic institution and created by virtue of R.A. 9437, with principal office at Baybay, Leyte duly represented by the University President, Dr. EDGARDO E. TULIN hereinafter referred to as the FIRST PARTY;

-and-

Mr. France Allan M. Cavite of legal age, single, male Filipino, and residing at 350 Brgy. Bontoc, Hindang, Leyte hereinafter referred to as the SECOND PARTY:

### WITNESSETH:

WHEREAS, the FIRST PARTY is in need of one with the desired expertise to supervise extension duties of students at the WLPH under the Coll of Nursing, VSU, Baybay, Leyte effective May 25 to June 4, 2017 at P120.00 per hour, for a total of 48 hours.

WHEREAS, the SECOND PARTY possesses the needed expertise to undertake the aforementioned job and is willing to be paid on a per hour basis;

Now, THEREFORE, premises considered, the parties hereto have hereby agree as they have agreed under the terms and conditions, as follows:

THAT the SECOND PARTY hereby undertakes the aforementioned teaching job under the direct supervision of the FIRST PARTY or duly authorized representative: such as:

A. To conduct classes as scheduled;

- B. To conduct examination (mid/final/long hours/quizzes), maintain class records, and correct and return test papers on time; (1 week after the exam).
- C. To submit grades and turn over class records to department head two weeks after the finals examination.

To participate in other teaching activities required of them.

E. To report to class on time and pass clearance after end of semester.

That for and in consideration of the foregoing job, the FIRST PARTY agrees to pay the SECOND PARTY for services equivalent to the required total number of hours of service as certified by the Registrar which should be in accordance with the prescribed schedule of classes, unless there is an approved changes thereto or when the FIRST PARTY declares no classes but directs the SECOND PARTY to participate in university activities. In which case, the SECOND PARTY shall be paid if they actually reported and participated in the said activity based on the certification of the department head of the actual participation and attendance by the SECOND PARTY to the mandated university activity.

That in the event the Second Party pre-terminates this contract without reasonable cause he shall be made to pay a penalty of Fifty Thousand Pesos (P50,000.00) without prejudice to filing a case against him for breach of contract.

That the Second Party is also required by the First Party to pass a clearance every end of the summer/semester to ensure that all academic requirements have been complied with. Last payment of service for the said semester shall be released only upon submission of the same.

That upon submission of the actual workload as certified by the Registrar and ODAHRD, said certification will automatically amend and form part of this contract.

That the second party should also adhere to existing rules and regulations of the University including the wearing of uniform.

That this agreement will not in any manner result to any employer-employee relationship between the parties.

at Baybay , Leyte, Philippines.

OR JEHTHE TRELOTHA

Institutional Evaluation Committee

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VISAYAS STATE UNIVERSITY
Baybay, Leyte

By:

EDGARDO E. TULIN
University President
(First Party)

Signed in the presence of:

RAZA GRECIAL MENESES
Dept. lead

MARIA TERESA A. CRUZ
OIC, Budget Officel

LOURDES B. CANO
Director, ODAHRD

PROVINCE OF LEYTE )
REPUBLIC OF THE PHILIPPINES)S.S.
MUNICIPALITY OF BAYBAY)

This instrument consisting of two pages including this acknowledgement has been signed by the parties and their witnesses and sealed with my notarial seal.

WITNESS MY HAND AND SEAL on the date and place first above written.

ATTY. RYSAN C GUINOCOR

PTK 019 6869 - BAYBAY/LEYTE -1/12/17
IBP 1030424 - TAOLOBAN GITY -12/19/16
MCLE COMP. NO. V - 0000580 - 07/20/15
POLL OF ATTORNEYS NO. 57467

Page No. 2\Q Book No. \(\frac{\frac}\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac{\frac}\frac{\frac}\frac{\frac{\frac{\frac{\fir}\fir\frac{\frac{\frac{\frac}\firac{\frac{\frac{\frac{\frac}\f

> CERTIFIED RELEVANT AND AUTHENTIC CLAIM THE DOCUMENT IS A TRUE COPY OF THE ORIGINAL

> > OR DEATHER SELOMAS

### KNOW ALL MEN BY THESE PRESENTS:

PT# 0080

This agreement made and executed into by and between:

The Visayas State University (VSU) a government academic institution and created by virtue of R.A. 9437, with principal office at Baybay, Leyte duly represented by the University President, Dr. EDGARDO E. TULIN hereinafter referred to as the FIRST PARTY;

-and-

Mr. France Allan M. Cavite of legal age, single, male Filipino, and residing at 350 Brgy. Bontoc, Hindang, Leyte hereinafter referred to as the SECOND PARTY:

### WITNESSETH:

WHEREAS, the FIRST PARTY is in need of one with the desired expertise who will teach MAPH subject at the IHK, VSU, Baybay, Leyte effective Summer 2017 at P120.00 per hour, plus preparation pay as certified by the ODAHRD based on the actual course/subjects, the total amount received for one month should not exceed the monthly salary of an equivalent regular position of Instructor I.

WHEREAS, the SECOND PARTY possesses the needed expertise to undertake the aforementioned job and is willing to be paid on a per hour basis;

Now, THEREFORE, premises considered, the parties hereto have hereby agree as they have agreed under the terms and conditions, as follows:

THAT the SECOND PARTY hereby undertakes the aforementioned teaching job under the direct supervision of the FIRST PARTY or duly authorized representative: such as:

A. To conduct classes as scheduled;

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To participate in other teaching activities required of them.

E. To report to class on time and pass clearance after end of semester.

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That in the event the Second Party pre-terminates this contract without reasonable cause he shall be made to pay a penalty of Fifty Thousand Pesos (P50,000.00) without prejudice to filing a case against him for breach of contract.

That the Second Party is also required by the First Party to pass a clearance every end of the summer/semester to ensure that all academic requirements have been complied with. Last payment of service for the said semester shall be released only upon submission of the same.

That upon submission of the actual workload as certified by the Registrar and ODAHRD, said certification will automatically amend and form part of this contract.

That the second party should also adhere to existing rules and regulations of the University including the wearing of uniform.

That this agreement will not in any manner result to any employer-employee relationship between the parties.

IN WITNESS WHEREOF, we have hereunto affixed our signatures the NTI CAY PAIM at Baybay, Leyte, Philippines. THE LOCAL COPY OF THE ORIGINAL

DR. DE PER SELONIAS

Institutional Evaluation Committee

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VISAYAS STATE UNIVERSITY Baybay, Leyte By: EDGARDO E. TULIN FRANCE ALLAN M. CAVITE University President (First Party) Second Party Signed in the presence of: Deresan ALELI A. VILLOCINO MARIA TERESA A. CRUZ LOURDES B. CANO Dept. Head OIC, Budget OfficeI Director ODAHRD PROVINCE OF LEYTE) REPUBLIC OF THE PHILIPPINES)S.S. MUNICIPALITY OF BAYBAY) BEFORE ME, this day of 1 6 2017 , personally appeared Dr. Edgardo E. Tulin with valid w/ valid ID No. VOO522 and Mr. France Allan M. Cavite with valid ID No. Pec# 075285 known to me to be the same persons who executed the foregoing instrument and they acknowledged to me that the same is their free and voluntary act and deed. This instrument consisting of two pages including this acknowledgement has been signed by the parties and their witnesses and sealed with my notarial seal. WITNESS MY HAND AND SEAL on the date and place first above written. Notary Public Doc. No. 344 ATTY. RYSAN C. GUINOCOR Page No. 013 NOTARY PUBLIC

UNTIL DECEMBER 31, 2017

PTR 0:95869 - BAY BAY/LEYTE -1/12/17

IBP 1030924 - TACLOBAN CITY - 12/19/16

MCLE COMP. NO. V - 0009680 - 07/20/15

ROLL OF ATTORNEYS NO. 57467 Book No. XVII Series of 2017

CERTIFIED RELEVANT AND AUTHENTIC CLAIM
THE DOCUMENT IS A TRUE COPY OF THE ORIGINAL

## KNOW ALL MEN BY THESE PRESENTS:

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The Visayas State University (VSU), a government academic institution and created by virtue of R.A. 9437, with principal office at Baybay, Leyte duly represented by the University President, Dr. EDGARDO E. TULIN hereinafter referred to as the FIRST PARTY:

and-

Mr. France Allan M. Cavite, of legal age, male, Filipino, and residing at 350 Brgy. Bontoc, Hindang, Leyte, hereinafter referred to as the SECOND PARTY:

#### WITNESSETH:

WHEREAS, the FIRST PARTY is in need of one with the desired expertise who will teach courses/subjects at the Coll of Nursing, VSU, effective 2<sup>nd</sup> semester SY 2017-2018 at a monthly rate of P17,000.00 for a total of 48 hours work per week, 40 hours of which should be actual hospital duty/classroom laboratory and the remaining hours as Nursing audit before and after duty schedule of students other activities including extension of work of the College of Nursing.

WHEREAS, the SECOND PARTY possesses the needed expertise to undertake the aforementioned job and is willing to be paid as prescribed above in accordance with BOR Resolution No. 20, series of 2012;

Now, THEREFORE, premises considered, the parties hereto have hereby agree as they have agreed under the terms and conditions, as follows:

THAT the SECOND PARTY hereby undertakes the aforementioned teaching job under the direct supervision of the FIRST PARTY or duly authorized representative: such as:

- A. To conduct classes as scheduled:
- B. To conduct examination (mid/final/long hours/quizzes), maintain class records, and correct and return test papers on time: (1 week after the exam).
- C. To submit grades and turn over class records to department head three\* weeks after the finals examination due to additional activities:
  - 1. Supervision of students in completion of OR and DR cases for PRC compliance:
  - 2. Supervision of extension duties incurred by the students: and
    - 3. Pinning Ceremonies for graduating students
- D. To participate in other teaching activities required of them.
- E. To report to class on time and pass clearance after end of semester.

That for and in consideration of the foregoing job, the FIRST PARTY agrees to pay the SECOND PARTY for services certified by the Dean, College of Nursing which should be in accordance with the prescribed schedule of classes as certified by the University Registrar, unless there is an approved changes thereto, or when the FIRST PARTY declares no classes but directs the SECOND PARTY to participate in university activities. In which case, the SECOND PARTY shall be paid if they actually reported and participated in the said activity based on the certification of the department head of the actual participation and attendance by the SECOND PARTY to the mandated university activity.

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That the second party should also adhere to existing rules and regulations of the University including the wearing of uniform, and the ANT AND AUTHENTIC CLAIM

\*APB Jan 25, 2018

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Institutional Evaluation Committee

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That this agreement will not in any manner result to any employer employee relationship between the parties.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this \_\_\_\_ day of FEB 0 5 2018, 2018, at Baybay, Leyte, Philippines.

VISAYAS STATE UNIVERSITY Baybay, Leyte

Rv

EDGARDO E. TULIN University President (First Party) Signed in the presence of:

FRANCE ALLAN M. CAVITE

PHOEDS ANN B. CALUNGSOD

MYRNA S. PANCITO

LOURDES B. CANO

PROVINCE OF LEYTE )
REPUBLIC OF THE PHILIPPINES)S.S.
MUNICIPALITY OF BAYBAY)

BEFORE ME, this \_\_\_\_\_\_ day of FEB 0 5 2018, personally appeared Dr. Edgardo E. Tulin with valid w/ valid ID No. VOO522 and Mr. France Allan M. Cavite with valid ID No. PICA ORCESTO known to me to be the same persons who executed the foregoing instrument and they acknowledged to me that the same is their free and voluntary act and deed.

This instrument consisting of two pages including this acknowledgement has been signed by the parties and their witnesses and sealed with my notarial seal.

WITNESS MY HAND AND SEAL on the date and place first above written.

ATTY. RYSAY C. GUINOCOR
NOTACH PUZLIC
UNTIL CROSSRY Rublich, 2018

UNTIL CIVING MANUAL PROPERTY OF A TORANGE COMP. NO. V-0309580-07/20/15
ROLL OF ATTORNEYS NO. 57467

Doc. No. 122 Page No. 25

Book No. \*x

Series of 2014

CERTISIES RELEVANT AND AUTHENTIC CLAIM
THE DOCUMENT IS A TRUE COPY OF THE ORIGINAL

DR DES ON S BELONIAS

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Mr. France Allan M. Cavite, of legal age, male, Filipino, and residing at 350 Brgy. Bontoc, Hindang, Leyte, hereinafter referred to as the SECOND PARTY:

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That the second party should also adhere to existing rules and regulations of the University including the wearing of uniform, Ed. RECEVANT AND AUTHENTIC CLAIM

\*APB Jan 25, 2018

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Chairperson

Institutional Evaluation Committee

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That this agreement will not in any manner result to any employer-employee relationship between the parties.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this \_\_\_\_ day of FEB 0 5 2018, 2018, at Baybay, Leyte, Philippines.

VISAYAS STATE UNIVERSITY Baybay, Leyte

EDGARDO E. TULIN University President (First Party) Signed in the presence of:

AN M. CAVITE

LOURDES B. CANO

PROVINCE OF LEYTE ) REPUBLIC OF THE PHILIPPINES)S.S. MUNICIPALITY OF BAYBAY)

day of FEB 0 5 2018, personally appeared Dr. Edgardo E. BEFORE ME, this Tulin with valid w/ valid ID No. VOO522 and Mr. France Allan M. Cavite with valid ID No. known to me to be the same persons who executed the foregoing instrument and they acknowledged to me that the same is their free and voluntary act and deed.

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WITNESS MY HAND AND SEAL on the date and place first above written.

C. GUINOCOR

UNTIL Chary-Publice, 2018 PTR 1318576-547 64Y, LEYTE-1/10/18 IBP 026419 - TACLUBAN CITY - 1/40/48 MOLE COMP. NO. V-0309580-07/20/15 ROLL OF ATTORNEYS NO. 57467

Doc. No. 122 Page No. 25

Book No. \*x

Series of 2014

OF YOF THE ORIGINAL

PT# 6040

#### KNOW ALL MEN BY THESE PRESENTS:

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The Visayas State University (VSU) a government academic institution and created by virtue of R.A. 9437, with principal office at Baybay, Leyte duly represented by the University President, Dr. EDGARDO E. TULIN hereinafter referred to as the FIRST PARTY;

-and-

Mr. France Allan M. Cavite of legal age, single, male Filipino, and residing at 350 Brgy. Bontoc, Hindang, Leyte hereinafter referred to as the SECOND PARTY:

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That upon submission of the actual workload as certified by the Registrar and ODAHRD, said certification will automatically amend and form part of this contract.

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That this agreement will not in any manner result to any employer-employee relationship between the parties.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this \_\_\_ day of 2018, at Baybay , Leyte, Philippines \_\_\_ ANT AND AUTHENTIC CLAFF

DR. BEAZILE SELDNIA

Chairperson
Institutional Evaluation Committee

L







VISAYAS STATE UNIVERSITY Baybay, Leyte

By:

EDGARDO E. TULIN University President (First Party)

Signed in the presence of:

Head, Budget Office

LOURDES B. CANO Director, ODAHRD

PROVINCE OF LEYTE) REPUBLIC OF THE PHILIPPINES)S.S. MUNICIPALITY OF BAYBAY)

day of \_ BEFORE ME, this \_\_\_\_, personally appeared Dr. Edgardo E. Tulin with valid w/ valid ID No. VOO522 MI Mr. Frank Allan M. Cavite with valid ID No. PRC # 6752855 known to me to be the same persons who executed the foregoing instrument and they acknowledged to me that the same is their free and voluntary act and deed.

This instrument consisting of two pages including this acknowledgement has been signed by the parties and their witnesses and sealed with my notarial seal.

WITNESS MY HAND AND SEAL on the date and place first above written.

Doc. No. 388

Page No. 78

Book No. XX

Series of 2019

Notary Public

ATTY: RYSAN C. GUINOCOR NOT AVY PUBLIC UNTIL DECEMBER 31, 2018

PTR 13186 76 - BAY BAY, LEYTE - 1/10/18 180 026114 . TACLOF W. CITY - 1/10/18

MOLE COMP NO. V-CUL 1980-07/20/15

ROLL OF ATTORNEYS NO. 57467

EVANT AND AUTHENTIC CLAIM

### KNOW ALL MEN BY THESE PRESENTS:

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and-

Mr. France Allan M. Cavite, of legal age, male, Filipino, and residing at 350 Brgy. Bontoc, Hindang, Leyte, hereinafter referred to as the SECOND PARTY:

#### WITNESSETH:

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D. To participate in other teaching activities required of them.

E. To report to class on time and pass clearance after end of semester.

That for and in consideration of the foregoing job, the FIRST PARTY agrees to pay the SECOND PARTY for services certified by the Dean, College of Nursing which should be in accordance with the prescribed schedule of classes as certified by the University Registrar, unless there is an approved changes thereto, or when the FIRST PARTY declares no classes but directs the SECOND PARTY to participate in university activities. In which case, the SECOND PARTY shall be paid if they actually reported and participated in the said activity based on the certification of the department head of the actual participation and attendance by the SECOND PARTY to the mandated university activity.

That in the event the Second Party pre-terminates this contract without reasonable cause he shall be made to pay a penalty of Fifty Thousand Pesos ( P 50,000.00) without prejudice to filing a case against him for breach of contract.

That the Second Party is also required by the First Party to pass a clearance every end of the summer/semester to ensure that all academic requirements have been complied with. Last payment of service for the said semester shall be released only upon submission of the same.

That the second party should also adhere to existing rules and regulations of the University including the wearing of uniform.

That this agreement will not in any manner result to any employer employee relationship between the parties.

IN WITNESS WHEREOF, we have hereunto affixed our signatures this \_\_\_\_ day of \_\_\_\_, 2018, at Baybay, Leyte, Philippines.

DR. BEA ALL BELUNIAS

Institutional Evaluation Committee

MON





VISAYAS STATE UNIVERSITY
Baybay, Leyte

By:

EDGARDO E. TULIN

University President

(First Party)

Signed in the presence of:

MYRNA SI PANCITO

LOURDES B. CANO

Head, Budget Office

PROVINCE OF LEYTE)
REPUBLIC OF THE PHILIPPINES)S.S.
MUNICIPALITY OF BAYBAY)

BEFORE ME, this \_\_\_\_\_\_ day of \_\_\_\_\_\_\_, personally appeared Dr. Edgardo E. Tulin with valid w/ valid ID No. VOO522 and Mr. France Allan M. Cavite with valid ID No. <u>PIC+ 0752853</u> known to me to be the same persons who executed the foregoing instrument and they acknowledged to me that the same is their free and voluntary act and deed.

This instrument consisting of two pages including this acknowledgement has been signed by the parties and their witnesses and sealed with my notarial seal.

WITNESS MY HAND AND SEAL on the date and place first above written.

Notary Public

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Series of 2014

ATTY. PYSAN C. GUINOCOR
NOTARY PUBLIC
UNTIL DECEMBER 31, 2048
PTR 1747-76-BAYBAY, LEYTE-1/10/18
IMP 0Z4449 - TACLUBAR CITY-1/10/18
MCLE COMP. NO. V-0009580-07/20/15
ROLL OF ATTORNEYS NO. 57467

Director, ODAHRD

CERTIFICA SELECTION AND AUTHENTIC CLAIM
THE DOGUMENTICA TRUE LOGY OF THE ORIGINAL

JR BE / JUNIAS