



Republic of the Philippines
SANGGUNIANG PANLUNGSOD
 Pasig City
 Ordinance No. 22
 Series of 2015

AN ORDINANCE INCREASING THE HOURLY RATES OF PART-TIME FACULTY HIRED BY PLP TO TEACH UNDERGRADUATE AND GRADUATE PROGRAMS IN CONFORMITY WITH CHED-CSC GUIDELINES AND FOR OTHER PURPOSES.

Authored By: Councilor Gregorio P. Rupisan, Jr.
 Co Authored By: Councilors Richard C. Eusebio, Christian G. Sia, Reynaldo R. San Buenaventura III, Augustin Alexee C. Santiago, Ferdinand A. Avis, Rhichie Gerard T. Brown, Orlando R. Benito, Charmie Q. Benavides, Rosalio D. Martires, Wilfredo F. Sityar and Liga President Celestino U. Chua

WHEREAS, the promotion and delivery of quality education is among the priority millennium development programs of the City Government of Pasig;

WHEREAS, in with the said program, the Sangguniang Panlungsod ng Pasig enacted Ordinance No. 11 series of 1999 creating the Pamantasan ng Lungsod ng Pasig as an education accessible to Pasigueños;

WHEREAS, the Sangguniang Panlungsod ng Pasig pursuant to Section 458 (a) (viii) of Republic Act 7160, otherwise known as the Local Government Code is empowered to determine the positions and salaries, wages, wholly or mainly from city funds and provide for expenditures necessary for the proper conduct of programs, projects, services and activities of the City Government;

WHEREAS, Sec. 3 of R.A. 7722, otherwise known as "The Higher Education Act of 1994," created the Commission on Higher Education (CHED) as an independent and separate entity from the Department of Education, Culture and Sports (DECS), and attached to the Office of the President for administrative purposes only and its coverage shall be both public and private institutions of higher education as well as degree-granting programs in all post-secondary institutions, public and private;

WHEREAS, Sec. 8 of the same act, provides the powers and functions of CHED which includes among other the formulation and development of plans, policies, priorities and programs on higher education and research; mandates all Higher Education Institutions (HEI) including the Pamantasan ng Lungsod ng Pasig (PLP) to fulfill its tri-focal functions of Curriculum and Instruction, Research, and Extension Service where the role of the faculty are of critical importance in fulfilling these requirements;

WHEREAS, the CIVIL SERVICE COMMISSION issued Memorandum Circular No. 19 Series of 2012 and the CHED issued CMO 46, Series of 2012 that the faculty of higher education institutions possess Master's degrees in their areas of specialization;

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Republic of the Philippines
SANGGUNIANG PANLUNGSOD

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-page 2 -

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WHEREAS, the CHED mandated the PLP to increase the number of faculty with Masters and Doctors degree in all the colleges, to improve the ratio of faculty with M.A and Doctorate degree, and the overall faculty profile of the University to meet the CHED required ratio of 70% permanent faculty with M.A. and Doctorate degrees and the 30% part-time faculty who must possess the required specialist graduate qualifications;

WHEREAS, for the PLP to face up to the milestone developments in higher education and discharge its trifocal functions, it has to bench mark against local and global standards, and needs high quality service, and appointment of faculty members with appropriate disciplinal academic and/or extensive industry/professional experience to complement the capabilities of the PLP who will teach subjects that are in excess of what the full-time faculty can handle;

WHEREAS, the Sangguniang Panlungsod concurs with the results of the 2015 study made by the PLP that indicates the current part-time hourly rates which were originally set by Resolution No. 212 Series of 2001, was adjusted to the present rate by Resolution No. 126 Series of 2010, and further reaffirmed by Resolution No. 174 Series of 2013 are no longer attractive and competitive by present standards and did not prescribe the conditions which will govern the recruitment of part-time faculty;

WHEREAS, the current rates which has not been adjusted in the last 5 years shall now be adjusted to bring it at par with the current cost of living, and make them attractive comparable with the rates paid by private, state and local government higher education institutions as follows:

Relevant Degrees	Current Hourly	Proposed Hourly	Difference
1. Master's Degree without Thesis	P250.00	P300.00	P50.00
2. Master's Degree with Thesis	P250.00	P350.00	P100.00
3. Doctorate Degree with Academic requirements Completed	P450.00	P500.00	P50.00
4. Doctorate Degree with Dissertation Writing	P450.00	P550.00	P100.00
5. Doctorate Degree	P450.00	P650.00	P200.00

WHEREAS, part-time faculty with Doctorate degrees shall engaged to teach major and allied specialization subjects that cannot be taught by the current full-time faculty with M.A. degrees consistent with the provisions of CMO No. 46 series of 2012, and the desire of the PLP to improve the quality of instruction;

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SANGGUNIANG PANLUNGSOD
 Pasig City
 Ordinance No. 22
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-page 3 -

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WHEREAS, the following practitioners:

1. Certified Public Accountants who are Auditors;
2. Business Specialist and Business Practitioners;
3. BPO Practitioners;
4. Engineers;
5. Lawyers; and
6. Chefs from 5 Star Hotels

who may not necessarily have vertically aligned credentials, but who possess 5 or more years of extensive professional, disciplinal, industry experiences and competencies in the subject they will teach are allowed by CHED to teach and shall be paid the M.A. rate of P350.00;

WHEREAS, in the exigency of service and in exceptional cases where the PLP fails to hire faculty with aligned academic credentials who will teach major subjects that are technical in nature in any of the colleges, CHED allows SUCs and LCUs to hire Doctorate degree holders with extensive disciplinal knowledge and who possess 5 or more years professional, medical/clinical, industry or business experience in the subject they will teach, shall be paid the Doctorate rate;

WHEREAS, there is a need to institutionalize the rates to be paid to part-time faculty who will teach TESDA courses and whose credentials consists of a TMC certificate, NCII certificate(s) from TESDA with skills and experience on other reputable institutions, for at least 3 or more relevant years of experience, shall receive P250.00 rate per hour;

NOW, THEREFORE, BE IT ORDAINED BY THE SANGGUNIANG PANLUNGSOD IN SESSION DULY ASSEMBLED:

Section 1. **OBJECTIVE** – To approve of the qualifications and conditions for hiring part-time faculty who will teach subjects that are in excess of what the full-time faculty can handle in the under graduate and graduate programs, and the corresponding hourly rates, to wit:

- | | | |
|--|---|--------------|
| 1. Master's Degree without Thesis | : | P300.00/hour |
| 2. Master's Degree with Thesis | : | P350.00/hour |
| 3. Ph.D/Other Doctorate Degree Completed Academic Requirements | : | P500.00/hour |
| 4. Ph.D/Other Doctorate Degree – Dissertation Writing | : | P550.00/hour |
| 5. Ph.D/Other Doctorate Degree Holders | : | P650.00/hour |



Republic of the Philippines
SANGGUNIANG PANLUNGSOD
 Pasig City
 Ordinance No. 22
 Series of 2015

-page 4 -

AN ORDINANCE INCREASING THE HOURLY RATES OF PART-TIME FACULTY HIRED BY PLP TO TEACH UNDERGRADUATE AND GRADUATE PROGRAMS IN CONFORMITY WITH CHED-CSC GUIDELINES AND FOR OTHER PURPOSES.

- 6. Practitioners, CPA Auditors, Business Specialist, Engineers, Lawyers, and Chefs from 5 Stars Hotels (without vertically aligned Credentials) : P350.00/hour
- 7. TESDA NCII Holder : P250.00/hour

Section 2. **ADMINISTRATION** – The administration and implementation shall reside upon the Board of Regents and the University Administration.

Section 3. **SEPARABILITY CLAUSE** – In the event that any of the provisions of this ordinance or parts thereof are declared unconstitutional or invalid, the other parts not so affected shall remain in full force and effect.

Section 4. **APPROPRIATION/CHARGING OF FUNDS** – The budgetary requirements to implement this ordinance shall be charged to the Personal Services of PLP Annual Budget 2016 and thereafter appropriated for the purpose.

Section 5. **REPEALING CLAUSE** – All ordinances, rules and regulations as well as executive orders, or parts thereof, in conflict or contrary to the provisions of this ordinance are hereby repealed, amended, or modified accordingly.

Section 6. **EFFECTIVITY** - This ordinance shall take effect immediately upon its approval.

APPROVED, this 16th day of **July 2015** at Pasig City.

REYNALDO R. SAN BUENAVENTURA III
 Councilor

ORLANDO R. BENITO
 Councilor

AUGUSTIN ALEXEE C. SANTIAGO
 Councilor

CHARMIE Q. BENAVIDES
 Councilor

FERDINAND A. AVIS
 Councilor

ROSALIO D. MARTIRES
 Councilor



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SANGGUNIANG PANLUNGSOD

Pasig City
Ordinance No. 22
Series of 2015

-page 5 -

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GREGORIO P. RUPISAN JR.
Councilor


WILFREDO F. SITYAR
Councilor

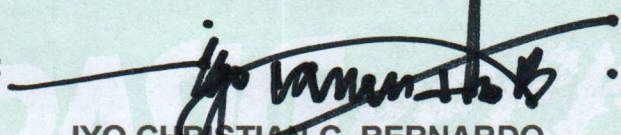

RHICHIE GERARD T. BROWN
Councilor


CELESTINO J. CHUA
LIGA President

CHRISTIAN G. SIA
Councilor
Minority Floor Leader


RICHARD C. EUSEBIO
Councilor
Majority Floor Leader

Attested by:


IYO CHRISTIAN C. BERNARDO
City Vice-Mayor
Presiding Officer

APPROVED:


MARIA BELEN A. EUSEBIO
City Mayor

Attested by:


LOIDA U. VILLANUEVA
Acting City Council Secretary

Handwritten signature: Charles R. B...