



BOARD OF TRUSTEES RESOLUTION NO. 2023-07

**"A RESOLUTION IMPLEMENTING AN INCREASE ON THE SALARIES
OF ALL TEACHING PERSONNEL OF THE CITY COLLEGE OF
TAGAYTAY EFFECTIVE FEBRUARY 19, 2024"**

HON. ABRAHAM N. TOLENTINO
City Mayor/Chairman

HON. CELSO P. DE CASTRO
College President/Vice - Chairman

HON. AGNES D. TOLENTINO
City Vice Mayor/Member

HON. LORNA S. TOLEDO
City Councilor- Committee on Education/Member

DR. RAYMUNDO P. ARCEGA
ALCU Representative/Member

MS. KYLE O. CORTEZ
Supreme Student Council President /Member

MS. JENNY O. GUARISMO
Alumni Association President/Member

ATTY. AVELINO M. SUMAGUI
NGO Representative/Member

ALMA A. MALABANAN
BOT Secretary

WHEREAS, the City College of Tagaytay, an esteemed academic institution, is dedicated to enhancing the well-being of its esteemed teaching faculty with the goal of attracting and retaining educators of exceptional caliber. This endeavor seeks to elevate teacher morale, foster a conducive and affirmative learning atmosphere, curtail the prevalence of dual employment among instructors or their departure for more favorable opportunities, diminish reliance on government assistance, and notably, elevate student scholastic achievements. Furthermore, it is imperative to acknowledge that the escalating

prices of essential commodities have contributed to the pressing need for salary augmentation amongst educators. The current remuneration is deemed inadequate to adequately sustain the necessities of their households. As such, the City College of Tagaytay is resolute in its commitment to advance and enhance the socioeconomic status of its educators, improve their living and working conditions, and enhance the terms of their professional engagement.

WHEREAS, the City College of Tagaytay, an institution established by the Local Government unit, is a beneficiary of the privileges accorded by Republic Act 10931, widely recognized as the "Universal Access to Quality Tertiary Education Act" (UAQTEA). This legislation facilitates the provision of complimentary higher education and tertiary education subsidies, extending its benevolent reach to millions of students within the ambit of public tertiary education institutions. Under the ambit of this law, comprehensive tuition subsidies are granted to students enrolled in both State Universities and Local Colleges, thereby ensuring unhindered access to quality education.

WHEREAS, as outlined in CHED Memorandum Order No. 3, Series of 2012, a clear delineation for the allocation of income stemming from augmentations in tuition and related fees has been established. This memorandum stipulates that 70% of the augmented income shall be apportioned towards remuneration, emoluments, allowances, and supplementary benefits for both instructional and non-instructional personnel. In tandem, an allocation of 20% is earmarked for the upkeep and modernization of edifices, equipment, and the disbursement of other operational expenditures. Notably, a maximum ceiling of 10% is permissible for the provision of returns on investment for stakeholders within private proprietary Higher Education Institutions (HEIs). Significantly, Senator Win Gatchalian, in a press release dated February 18, 2018, underscored the imperative role of the Commission on Higher Education (CHED) in the prudent management of augmented funds resulting from tuition fee adjustments. The Senator emphasized that CHED bears the onus of ensuring that augmented revenue from tuition fee adjustments is judiciously invested in the elevation of compensation for educators and non-instructional staff, alongside the essential acquisition of educational apparatus and infrastructural enhancement.

WHEREAS, in accordance with the mandates set forth by Republic Act 8292, the Governing Boards vested within the State Universities and Local Colleges are endowed with the authority to establish and modify the remuneration structures applicable to the academic faculty, administrative officials, and personnel. This prerogative is, however, contingent upon adherence to the parameters delineated within the revised compensation and classification system, as well as the pertinent budgetary compensation statutes that govern the provision of hourly services. In a complementary fashion, the process of reclassification, encompassing the requisite realignment of faculty members' remuneration, resides within the exclusive jurisdiction of the Governing Board of the State Universities and Local Colleges. This delineation is succinctly articulated within the confines of the Joint Circular that has been disseminated in alignment with Special Provision No. 2, as outlined in the Miscellaneous Personnel Benefit Fund, encompassing the Fiscal Year 2022 General Appropriations Act (GAA).

WHEREAS, on December 18, 2019, the House of Representatives, in its conclusive reading, granted approval to a bill aimed at augmenting the remuneration of government personnel, a group that encompasses teachers, with an average escalation of 23 percent to be dispersed across a span of four years. Notably, this legislative proposal acquired consensus through a nominal voting process, taking place a mere two days subsequent to President Rodrigo Duterte's formal designation of its urgency. Concurrently, the Senate attained endorsement for its corresponding version, culminating in its triumphant passage during the third and final reading. As of January 1, 2023, government employees are now reaping the

benefits of the fourth and final phase of the prescribed salary increments, as mandated by Republic Act 11466, commonly recognized as the "Salary Standardization Law of 2019" or "SSL V" series of 2020. Consequently, the ongoing inflationary trends impacting all citizens are juxtaposed against the remunerative disparities experienced by contractual and Job Order workers, a divergence that crystallized during and subsequent to the unprecedented challenges posed by the COVID-19 pandemic.

WHEREAS, an evident trajectory of upward progression characterizes the annual compensation bestowed upon permanent government personnel, in stark contrast to the stagnant compensation scenario experienced by CCT (Contract of Service) employees. The latter category has been constrained to a 20% increment in wages, meticulously calculated on an hourly basis since the year 2019, a measure that was formalized via Tagaytay Resolution No. 316, s 2019. However, the onset and aftermath of the disruptive COVID-19 pandemic have exacerbated the financial burdens borne by faculty members. Amplification in the cost of living – manifested through elevated expenditures on fundamental commodities such as sustenance, fuel, electricity, water utilities, transportation fares, domicile rentals, scholastic materials, and health-related provisions – has induced both psychological and physical strains on educators who have been devoid of any salary augmentation since the year 2019. This diverges from the circumstances of their permanent counterparts, who benefit from the progressive yearly salary hikes stipulated by the application of the Salary Standardization Law.

WHEREAS, this prevailing circumstance has precipitated a discernible decline in the retention rate of CCT faculty members. Upon successful completion of their master's degrees, a disconcerting number opt to either resign or abstain from contract renewal, driven by the pursuit of more favorable professional prospects. Consequently, a palpable solution beckons in the form of a 10% amplification in the wage rate attributed to instructors. This proposed augmentation inherently serves as an intrinsic motivational factor, poised to cultivate a steadfast commitment among faculty members to remain within the institution's fold while concurrently embarking on their educational advancements. This foresighted measure, in turn, begets the prospect of ascending through the ranks of remuneration, ultimately culminating in a heightened socio-economic equilibrium.

WHEREAS, the existing compensation structure for CCT faculty delineated in accordance with their respective qualifications, is poised for prospective enhancement through a proposed 10% wage increment, computed on an hourly basis. This contemplated adjustment is slated to be implemented commencing the inaugural semester of the Academic Year 2023-2024, as summarized in Table 1 below:

Qualification		Current Rate	Proposed 10% salary increase AY 2023-2024
1	College graduate w/ 29 units in master's degree	138.00	151.80
2	With at least NCIII Certificate /passer	130.00	143.00
3	30 units in master to less than academic requirement completed	162.00	178.20
4	Academic requirement completed in master's degree	180.00	198.00
5	With at least 10 years of teaching experience at CCT	186.00	204.60
6	With at least 15 years of teaching experience at CCT	198.00	217.80
7	Master's degree graduate	210.00	231.00
8	CPA/Bachelor of Laws graduate (LLB)	240.00	264.00
9	Academic requirements completed for a doctoral degree	300.00	330.00
10	Doctoral degree graduate/Lawyer	360.00	396.00

Table 1. Proposed 10% budget allocation for Academic Year 2023-2024.

An incremental progression of 10% per annum, persisting until the inauguration of the initial semester of the Academic Year 2027-2028, is anticipated. Subsequent years will witness further escalations commensurate with the educational attainments of faculty members, transitioning from Bachelor's to Master's, and eventually culminating in Doctorate degrees.


WHEREAS, the designated budget allocation is slated to derive from the biennial disbursements extended by the Unified Student Financial Assistance System for Tertiary Education (CHED-UNIFAST) to the City College of Tagaytay.


NOW THEREFORE, BE IT RESOLVED AS IT IS HEREBY RESOLVED, that the Board of Trustees unanimously approved the resolution implementing an increase on the salaries of all Teaching Personnel of the City College of Tagaytay effective February 19, 2024.

NOW THEREFORE, upon the motion of Hon. Celso P. De Castro, College President and Vice Chairman of the Board of Trustees, duly seconded by Ms. Jenny O. Guarismo, CCT Alumni Association President/ BOT Member, approved the resolution implementing an increase on the salaries of all Teaching Personnel of the City College of Tagaytay effective February 19, 2024.


Enacted: _____

Approved:


HON AGNES D. TOLENTINO
City Vice Mayor/Member



HON. LORNA S. TOLEDO
City Councilor
Committee on Education/Member

DR. RAYMUNDO P. ARCEGA
ALCU Representative/Member


MS. JENNY O. GUARISMO
Alumni Association President/Member


MS. KYLLE O. COTEZ
Supreme Student Council President/Member

ATTY. AVELINO SUMAGUI
NGO Representative/Member

CERTIFIED CORRECT:

MS. ALMA A. MALABANAN
City Administrator - LGU Representative
BOT - Secretary

ATTESTED:

HON. CELSO P. DE CASTRO
Vice-Chairman, Board of Trustees

APPROVED:

HON. ABRAHAM N. TOLENTINO
Chairman, Board of Trustees _____