

PAY OF ELEMENTARY AND SECONDARY SCHOOL PRINCIPALS

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1.0 Purpose

Pursuant to Section 17 of the Special Provisions of DECS under Republic Act No. 8760, the General Appropriations Act for CY 2000, the following rules and regulations are hereby promulgated to implement the equalization in pay of elementary and secondary school principals.

2.0 Coverage

All incumbents of itemized positions of Elementary School Principal under DECS, including those in ARMM-DECS.

3.0 Definition of Terms

3.1 The herein pay equalization shall involve the upgrading of the salary grade allocation of Elementary School Principal items by two (2) grades to be at par with Secondary School Principal positions.

3.2 The present salary of an incumbent for purposes of this Circular shall mean the actual salary rate received as of October 31, 2000 for purposes of the adjustment effective November 1, 2000, and as of December 31, 2000 for purposes of the adjustment effective January 1, 2001, exclusive of Personnel Economic Relief Allowance (PERA), Additional Compensation (ADCOM), year-end bonus and cash gift and any form of compensation outside of basic salary but inclusive of transition allowance.

3.3 Transition allowance shall mean the excess of the actual salary over the eighth step of the present salary grade allocation of the incumbent.

4.0 Pay Equalization (Attachment A)

The salary grade allocation of Elementary School Principal positions is hereby modified to bring them at par with Secondary School Principal positions. The implementation of the herein upgrading shall be done in two phases, as follows:

4.1 Effective November 1, 2000 — Initial one (1) salary grade increase, adopting the Salary Schedule prescribed under National Budget Circular (NBC) No. 468 (Attachment B *);

4.2 Effective January 1, 2001 — A further one (1) salary grade increase.

5.0 Compensation Rules

5.1 For purposes of the salary increases herein authorized, the basic salary shall be adjusted as follows:

5.1.1 Effective November 1, 2000 — at the same salary step of his assigned salary grade as of October 31, 2000 (Illustrative Example A);

5.1.2 Effective January 1, 2001 — at the same salary step of his assigned salary grade as of December 31, 2000 (Illustrative Example A).

5.2 The herein salary increases shall be effected through the issuance of a Notice of Salary Adjustment (NOSA)

by the duly authorized official (Attachment C).

6.0 Funding Source

Funding requirement for initial implementation shall be sourced from the pooled savings of all DECS Regional Offices/Schools Divisions. In case of insufficiency of funds, the salary increases prescribed herein shall be partially implemented, provided that any partial implementation shall be uniform and proportionate for all positions concerned department-wide. In the case of ARMM-DECS, the accruing costs shall be sourced from their own savings.

Beginning FY 2001 and thereafter, funds shall be provided to ensure full implementation of the herein adjustments.

7.0 Contributions

The salary adjustments herein authorized are subject to the mandatory requirements of GSIS life and retirement insurance premiums, and Home Development Mutual Fund (HDMF) contribution, if the recipient is a member of the GSIS and HDMF, pursuant to RA 660 and CA 186 with respect to retirement and life insurance premiums.

8.0 Savings Clause

Conflicts arising from the implementation of this Circular shall be resolved by DECS, upon prior consultation with DBM.

9.0 This Circular shall take effect immediately.

Adopted: 30 Oct. 2000

(SGD.) ANDREW B. GONZALEZ, FSC

Secretary

Department of Education, Culture and Sports

(SGD.) BENJAMIN E. DIOKNO

Secretary

Department of Budget and Management

ATTACHMENT "A"

Schedule of Salary Upgrading Implementing the Pay Equalization of Elementary and Secondary School Principals

Salary Grade

A. Effective November 1, 2000

From

To

Elementary School Principal I

16

17

Elementary School Principal II

17

18

Elementary School Principal III

18

19

Elementary School Principal IV

19

20

B. Effective January 1, 2001

From

To

Elementary School Principal I

17

18

Elementary School Principal II

18

19

Elementary School Principal III

19

20

Elementary School Principal IV

20

21

ILLUSTRATIVE EXAMPLE "A"

Employee

:

Jose Joshua Trinidad

Position

:

Elementary School Principal II

Salary Grade

:

SG-17

Designated Salary Step (As of October 31, 2000)

:

4th step

For November 1, 2000 implementation

1. SG-17, 4th step, Salary Schedule under NBC No. 468

15,326

2. SG-18, 4th step, Salary Schedule under NBC No. 468

16,247

3. Salary increase per month (2-1)

921

For January 1, 2001 implementation

1. SG-18, 4th step, NBC No. 468

16,247

2. SG-19, 4th step, NBC No. 468

17,222

3. Salary increase per month (2-1)

975

ILLUSTRATIVE EXAMPLE "A-1"

Where the total of Basic Salary and Transition Allowance is WITHIN the Adjusted Salary Grade allocation of the position

Employee

:

Jose Joshua Trinidad

Position

:

Elementary School Principal II

Salary Grade

:

SG-17

Actual Salary (As of October 31, 2000)

:

P17,518

For November 1, 2000 implementation

1. SG-17, 8th step, NBC No. 468

16,918

Add: Transition Allowance (TA)

600

Total

17,518

2. SG-18, 8th step, Annex B of NBC No. 468

17,933

3. Salary increase per month (2-1)

415

Remaining Balance of Transition Allowance to be deducted from the succeeding one salary grade upgrading (1-2)
none

For January 1, 2001 implementation

1. SG-18, 8th step, NBC No. 468

17,933

2. SG-19, 8th step, NBC No. 468

19,009

3. Salary increase per month (2-1)

1,076

ILLUSTRATIVE EXAMPLE "A-2"

Where the total of Basic Salary and Transition Allowance is in EXCESS of the Adjusted Salary Grade allocation of the position

Employee

:

Jose Joshua Trinidad

Position

:

Elementary School Principal II

Salary Grade

:

SG-17

Actual Salary (As of October 31, 2000)

:

P18,341

For November 1, 2000 implementation

1. SG-17, 8th step, NBC No. 468

16,918

Add: Transition Allowance (TA)

1,423

Total

18,341

2. SG-18, 8th step, NBC No. 468

17,933

3. Salary increase per month (2-1)

none

Remaining Balance of Transition Allowance to be deducted from the succeeding one salary grade upgrading (1-2)

408

For January 1, 2001 implementation

1. SG-18, 8th step, NBC No. 468

17,933

Add: Remaining balance of TA

408

Total

18,341

2. SG-19, 8th step, NBC No. 468

19,009

3. Salary increase per month (2-1)

668

ATTACHMENT "C"

Notice of Salary Adjustment

Date _____

Mr/Ms _____

Sir/Madam :

Pursuant to DECS Special Provision No. 17 under Republic Act No. 8760, the General Appropriations Act for FY 2000, providing for the equalization of pay of elementary and secondary school principals, your salary grade assignment and salary are hereby adjusted effective November 1, 2000 (January 1, 2001), as follows:

SG- _____, _____ step P _____

(Salary Schedule under NBC No. 468)

The herein adjustments are subject to review and post-audit by the concerned Regional Office of the Department of Budget and Management, and to appropriate re-adjustments and refund if not found in order.

Position Title: _____

Present Salary Grade: _____

Item No. (FY 2000 PSI/POP): _____

[*] See NAR Volume 11/1, page 20 .

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