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Proposed Ordinance No.

AN ORDINANCE INSTITUTIONALIZING THE SALARY STANDARDIZATION OF EDUCARE TEACHERS IN THE CITY OF NAGA, PROVIDING FUNDS THEREFOR, AND FOR OTHER PURPOSES

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EXPLANATORY NOTE

Education is a cornerstone of community development and social progress. The City Government of Naga has long recognized the critical role of its *Educare* teachers in laying the foundation for lifelong learning among our children. These teachers serve as the first formal mentors of our youngest learners, nurturing not only their cognitive skills but also their social, emotional, and moral development.

Despite their indispensable role, *Educare* teachers have for many years received compensation that does not fully reflect the weight of their responsibility nor the quality of service they render. This situation has resulted in low morale among some members of the teaching force and, consequently, challenges in sustaining their commitment and motivation.

The present city administration has set as one of its core priorities the improvement of learning outcomes of schoolchildren. Achieving this goal requires a holistic strategy that includes curriculum enhancement, adequate facilities, strong parental involvement, and most importantly, a highly motivated teaching workforce. Raising the salary standards of *Educare* teachers is therefore a concrete step toward empowering and inspiring them to give their best in classrooms each day.

By aligning the compensation of *Educare* teachers with a fair and standardized salary scheme, this measure will not only uplift their economic and social welfare but will also affirm the value the City Government places on their profession. More than a financial adjustment, it is an investment in human capital, ensuring that those who mold the minds of Naga City's future leaders are themselves supported, motivated, and dignified in their calling.

Approval of this ordinance will significantly contribute to creating a conducive environment for quality education at the foundation level, which in turn will advance the city's long-term vision of producing competent, responsible, and well-rounded citizens.

In view of the foregoing, the urgent passage of this ordinance is earnestly sought.

Be it ordained by the Sangguniang Panlungsod of Naga, in session assembled, that:

SECTION 1. Title. This ordinance shall be known as the "**Educare Teachers Salary Standardization Ordinance of Naga City.**"

SECTION 2. Declaration of Policy. It is hereby declared the policy of the City Government of Naga to promote quality and inclusive early childhood care and development by ensuring the welfare and professional dignity of *Educare* teachers. Toward this end, the City Government recognizes that fair and standardized compensation is a vital mechanism to boost the morale of teachers and to improve the learning outcomes of children under their care.

SECTION 3. Coverage. This ordinance shall apply to all *Educare* teachers employed under the City Government of Naga, whether regular, contractual, or job order, subject to applicable civil service laws, rules, and regulations.

SECTION 4. Standardized Salary Grade.

- a. The salary of *Educare* teachers shall be standardized to align, as closely as practicable, with the Salary Grade 11 of the Salary Standardization Law (SSL) applicable to public school teachers under the Department of Education (DepEd).
- b. The exact salary rate shall be subject to periodic adjustment in accordance with the national government's SSL updates and the City Government's financial capacity.
- c. No *Educare* teacher shall receive a salary lower than the rate herein prescribed.

SECTION 5. PROFESSIONAL CLASSIFICATION AND SALARY GRADATION. —

The City Government of Naga hereby adopts a tiered salary structure for *Educare* Teachers (Child Development Workers) to promote professional growth and ensure equitable compensation based on educational attainment and licensure. The following Salary Grades (SG) are hereby assigned:

- **Salary Grade 11 (Professional Class):** This grade shall be accorded to *Educare* Teachers who are duly registered Licensed Professional Teachers (LET Passers) or those who possess Civil Service Teacher's Eligibility.
- **Salary Grade 10 (Graduate Class):** This grade shall be accorded to *Educare* Teachers who have successfully earned a College Degree (Bachelor's Holder) but have not yet secured a professional license or teacher's eligibility.
- **Salary Grade 9 (Sub-Professional Class):** This grade shall be accorded to *Educare* Teachers classified as Undergraduates, including those who have completed a portion of their tertiary education but have not yet graduated from a four-year degree program.

Toward this end, the City Human Resource Management Office (CHRMO) and the City Budget Office shall facilitate the reclassification of all incumbent *Educare* workers according to these standards.

SECTION 6. AUTOMATIC UPGRADING AND CAREER PROGRESSION. — To incentivize professional advancement and continuous learning, an automatic salary

upgrading system is hereby established. Any incumbent Educare Teacher who improves their professional status shall be entitled to the following adjustments:

1. **From Undergraduate (SG 9) to Graduate (SG 10):** Upon completion of a Bachelor's Degree from a CHED-accredited institution, an Educare Teacher shall be automatically upgraded to **Salary Grade 10**.
2. **From Graduate (SG 10) or Undergraduate (SG 9) to Professional (SG 11):** Upon passing the Licensure Examination for Teachers (LET) and obtaining a valid professional license or equivalent **Civil Service Teacher Eligibility**, an Educare Teacher shall be automatically upgraded to **Salary Grade 11**.

The Administrative Procedures for this shall be, as follow:

- **Submission of Credentials:** The teacher must submit certified true copies of their Transcript of Records (TOR), Diploma, or Professional Regulation Commission (PRC) License to the City Social Welfare and Development Office (CSWDO) and the City Human Resource Management Office (CHRMO).
- **Effectivity of Adjustment:** The salary adjustment shall take effect on the first day of the month following the submission and verification of the required documents, subject to the availability of funds and budgetary rules as managed by the City Budget Office.
- **Exemption from "Quantum Leap" Rule:** Following the guidelines of the Civil Service Commission (CSC) MC No. 18, s. 2016, these adjustments are considered **reclassifications** due to increased academic preparation and are therefore exempt from the standard three-salary grade limitation on promotions.

SECTION 7. Salary Adjustment Mechanism. The City Treasurer and the City Human Resource Management Office (HRMO), in coordination with the City Social Welfare and Development Office (CSWDO), shall prepare the necessary schedule of salary adjustments for implementation.

SECTION 8. PHASED IMPLEMENTATION (TRANCHES). — The salary adjustments prescribed in this Ordinance shall be implemented in three (3) annual tranches to align with the city's fiscal capacity and Personal Services (PS) limitations under the Local Government Code.

1. **First Tranche (Year 1):** Upon the effectivity of this Ordinance, Educare Teachers shall receive fifty percent (50%) of the total salary increase required to reach their assigned Salary Grade (SG 9, 10, or 11).

2. **Second Tranche (Year 2):** Effective January 1 of the following fiscal year, the adjustment shall increase to seventy-five percent (75%) of the target salary rate.
3. **Third Tranche (Year 3):** Effective January 1 of the third year, the full one hundred percent (100%) of the assigned Salary Grade rates shall be implemented.

For this purpose, the City Budget Office is hereby authorized to identify and allocate the necessary funds from the General Fund or any available savings and re-appropriations to support each tranche. In the event of a significant revenue shortfall, the Sangguniang Panlungsod may, by resolution, adjust the timing of the tranches, provided that the full implementation is completed no later than four (4) years from the passage of this Ordinance.

SECTION 9. Funding Source. The amount necessary for the implementation of this ordinance shall be charged against the available funds of the City Government, particularly under the annual budget of the City Social Welfare and Development Office (CSWDO). Succeeding appropriations shall be included in the Annual Executive Budget of the City Government.

SECTION 10. Implementing Rules and Regulations. The City Mayor, through the HRMO and CSWDO, shall issue the necessary rules and regulations for the effective implementation of this ordinance within sixty (60) days from its approval.

SECTION 11. Separability Clause. If for any reason, any part or provision of this ordinance is declared invalid or unconstitutional, the remaining parts not affected thereby shall remain in full force and effect.

SECTION 12. Repealing Clause. All ordinances, resolutions, executive orders, and other issuances inconsistent with the provisions of this ordinance are hereby repealed or modified accordingly.

SECTION 13. Effectivity. This ordinance shall take effect fifteen (15) days after its publication in a newspaper of local circulation and posting in at least three (3) conspicuous places within the City of Naga.

ENACTED, this ____ day of _____, 2025 at the Sangguniang Panlungsod, Naga City, Philippines.