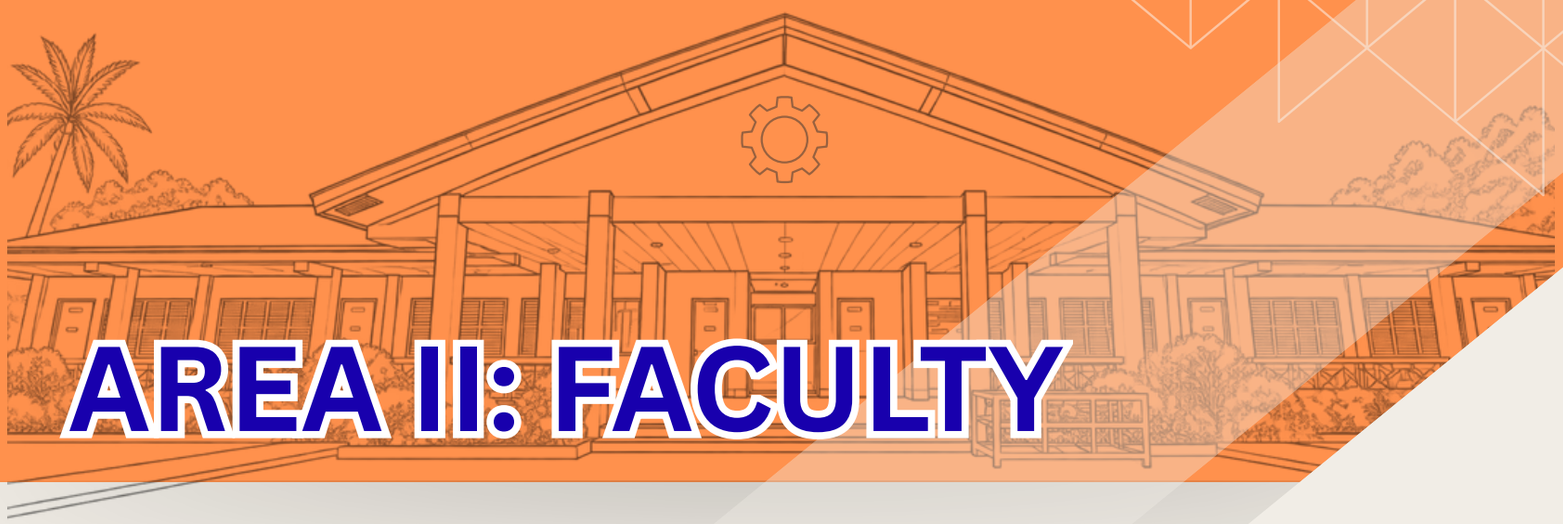
UNIVERSITY OF SOUTHERN MINDANAO
COLLEGE OF TRADES AND INDUSTRIES

AACCUP

LEVEL 1 SURVEY VISIT

BTVTED

BACHELOR OF
TECHNICAL - VOCATIONAL
TEACHER EDUCATION



AREA II: FACULTY

PARAMETER B:
RECRUITMENT, SELECTION AND ORIENTATION

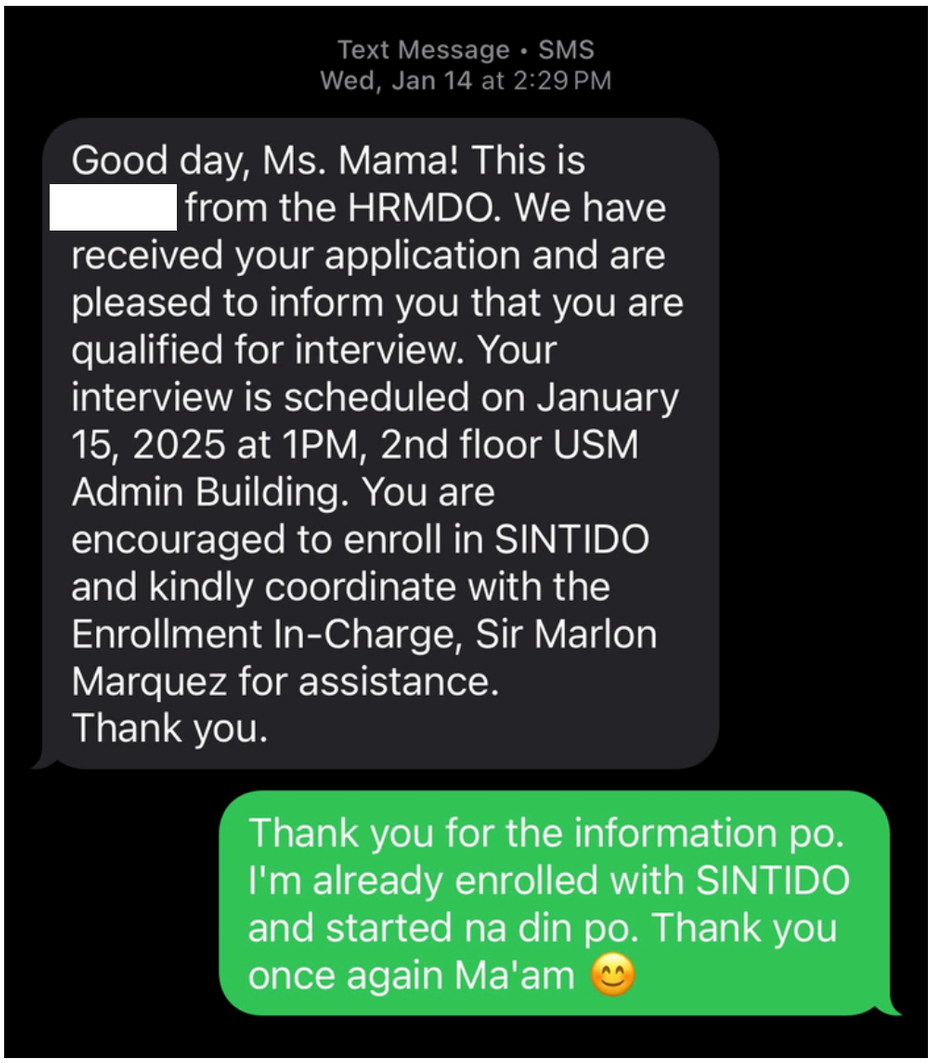
OUTCOMES

O.1. The most qualified faculty are selected;

The ranking list of qualified applicants is not available for public documentation due to the confidential nature of the information handled by the Human Resource (HR) Office. The Screening Committee evaluates and rates all applicants, while the HR Office ranks them based on the results of the evaluation.

The following documents and photographs serve as evidence of the appointment information, comparative evaluation results, and contract with the newly hired faculty member.

Appointment details for the faculty promotion interview.



Republic of the Philippines
UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato

COMPARATIVE ASSESSMENT TEACHING (PERMANENT)

July 31, 2024
Date

Position INSTRUCTOR I (1 SLOT) - Permanent

ASSIGNMENT: CTI-Automotive Department

	NAME OF CANDIDATE	ASPIRATION ASSESSMENT	ABILITY ASSESSMENT	ENGAGEMENT ASSESSMENT	PERFORMANCE ASSESSMENT	TOTAL POINTS	REMARKS
1	[redacted]	27.16	26	27.16	0	80.32	Masters Degree of Technology Education
	Nothing follows						

Prepared by:

NERISSA G. DELA VIÑA, Ph.D.
Director, HRMDO
Regular Member

LEORENCE C. TANDOG, Ph.D.
Director for Instruction
Regular Member

Certified Correct:

PROF. MARCOS F. MONDERIN
/FSB Chairman
Regular Member

MANUEL J. TAYONG, ph.D.
Dean, CTI

JONALD L. PIMENTEL, Ph.D.
USMFAI, President
Regular Member

APPROVED:

FRANCISCO GIL N. GARCIA, Ph.D.
President

Sample copy of Contract

UNIVERSITY OF SOUTHERN MINDANAO
Kabacan, Cotabato
Philippines

HRMD-SC24-258

CONTRACT OF SERVICE

KNOW ALL MEN BY THESE PRESENTS:

This contract made and entered by and between:

UNIVERSITY OF SOUTHERN MINDANAO, a state university with office address at **Kabacan, Cotabato,** herein represented by the University President **JONALD L. PIMENTEL, Ph.D** referred herein to as *"First Party";*

-and-

[redacted], of legal age, Filipino and with residence/office address at POBLACION, KABACAN, COTABATO hereinafter referred to as *"Second Party";*

-WITNESSETH-

1. That the **FIRST PARTY** is in need of the services of the Second Party whose task could not be performed by its regular personnel;
2. That the **SECOND PARTY** has signified his/her intention to provide the services to the University community which the **FIRST PARTY** has favorably considered and appreciated;
3. That the **SECOND PARTY** possesses the necessary educational qualification, experiences and skills required to perform the job so described;
4. That in view hereof, the Second Party is hereby contracted as **LEARNING SERVICE PROVIDER** for PhP **111, 556.13** effective **Jan 5, 2026** to **May 22, 2026** or until the tasks are completed .

   Based on the provisions of COA_DBM Joint Circular (JC) No. 1, s. 2025 the **FIRST PARTY** may provide a premium not exceeding 20% of the salary/wage of the **SECOND PARTY**, subject to fund availability. The premium payments will cover the worker's contribution, classified as voluntary or self employed membership, to government-mandated social security programs, (SSS, Philhealth and HDMF) ensuring access to social insurance, housing and loan facility and health care.
5. That as **LEARNING SERVICE PROVIDER** , the SECOND PARTY is expected to perform, among others the following functions:

   Face to face instructional delivery of subjects assigned total of 28 units

   28 hours a week Conduct of class with 1 hour a day student consultation.
6. That it is understood that the **SECOND PARTY** will not accept auxiliary work other than teaching ;
7. That it is understood that this contract does not create an employer-employee relationship between the parties herein; that the services rendered shall never be considered nor credited as government services; and that the latter is not entitled to the benefits enjoyed by the regular personnel of the First Party;
8. That it is understood that the **SECOND PARTY** is under the "NO WORK, NO PAY" policy. For the holidays to be paid, the **SECOND PARTY** shall conduct make-up classes to cover the topics in the syllabus, ensuring that all required course content is delivered in accordance with the academic schedule;
9. That the **FIRST PARTY** shall pay according to the following milestones and its means-of-verifications:

a.	completion of expected output (Jan 05-11)	*complete delivery of topics , DTR*	5, 468.44
b.	completion of expected output (Jan 12-26)	*complete delivery of topics , DTR*	12, 030.56
c.	completion of expected output (Jan 27-Feb 11)	*complete delivery of topics , DTR*	12, 030.56
d.	completion of expected output (Feb 12-26)	*complete delivery of topics, DTR*	12, 030.56
e.	completion of expected output (Feb 27-Mar 11)	*complete delivery of topics, DTR*	12, 030.56

Sample copy of Contract

f. completion of expected output (Mar 12-26)	complete delivery of topics, DTR	
g. completion of expected output (Mar 27-Apr 11)	complete delivery of topics, DTR	12.
h. completion of expected output (Apr 12-26)	complete delivery of topics, DTR	12, 030.56
i. completion of expected output (Apr 27-May 11)	complete delivery of topics, DTR	12. 030.56
j. completion of expected output (May 12- 22)	grades, DTR, completion of separation clearance	9, 843.19

10. Upon termination of this Contract, the **SECOND PARTY** shall return to the **FIRST PARTY** all items, articles, objects, money etc which for any reason due to, or on occasion of, his/her employment, come to his/her possession and safekeeping. The **SECOND PARTY** shall be responsible and accountable for any loss of or damage to any materials, equipment or property under his possession and safekeeping.

11. If the SECOND PARTY is on official travel, they shall be allowed to reimburse the actual travel expenses, subject to the rules and regulations prescribed under Executive Order No. 77, s. 2019, and subject to fund availability;

12. In case on unjustified pre – termination of this Contract by the **SECOND PARTY** the latter agrees to indemnify the **FIRST PARTY** in the amount equivalent to one ONE MONTH SALARY or WAGE to defray costs, such as, but not limited to the hiring of immediate replacement;

13. Any breach of the terms and conditions of this Contract, commission of an offense, misconduct or transgression of the law will give rise to the imposition of proper sanctions which, in justified circumstances, include the termination of the Contract employment without any prejudice to the **FIRST PARTY's** redress for legal remedies when necessary;

14. The **FIRST PARTY** shall conduct himself / herself in accordance with the law and other ethical and moral standards upheld by the University. The **FIRST PARTY** reserved the right to implement and enforce all applicable laws which were subjects of amendments, revisions or repeals, wether express or implied;

15. That the FIRST PARTY shall abide with the provisions of CHED CMO 1 S 2015 in pursuant to RA 7787 otherwise known as Anti-Sexual Harassment Act of 1995, as amended.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 0 C FEB of 2026 at Kabacan, Cotabato

UNIVERSITY OF SOUTHERN MINDANAO
First Party

JONALD L. PIMENTEL
Representative

[redacted]
Second Party

Signed in the presence of:

NERISSA G. DELA VIÑA
HRMDO Director

JOEL V. MISANES
Dean, CTI

USM-HRD-F02-Rev1 2020.03.13