# AREA II

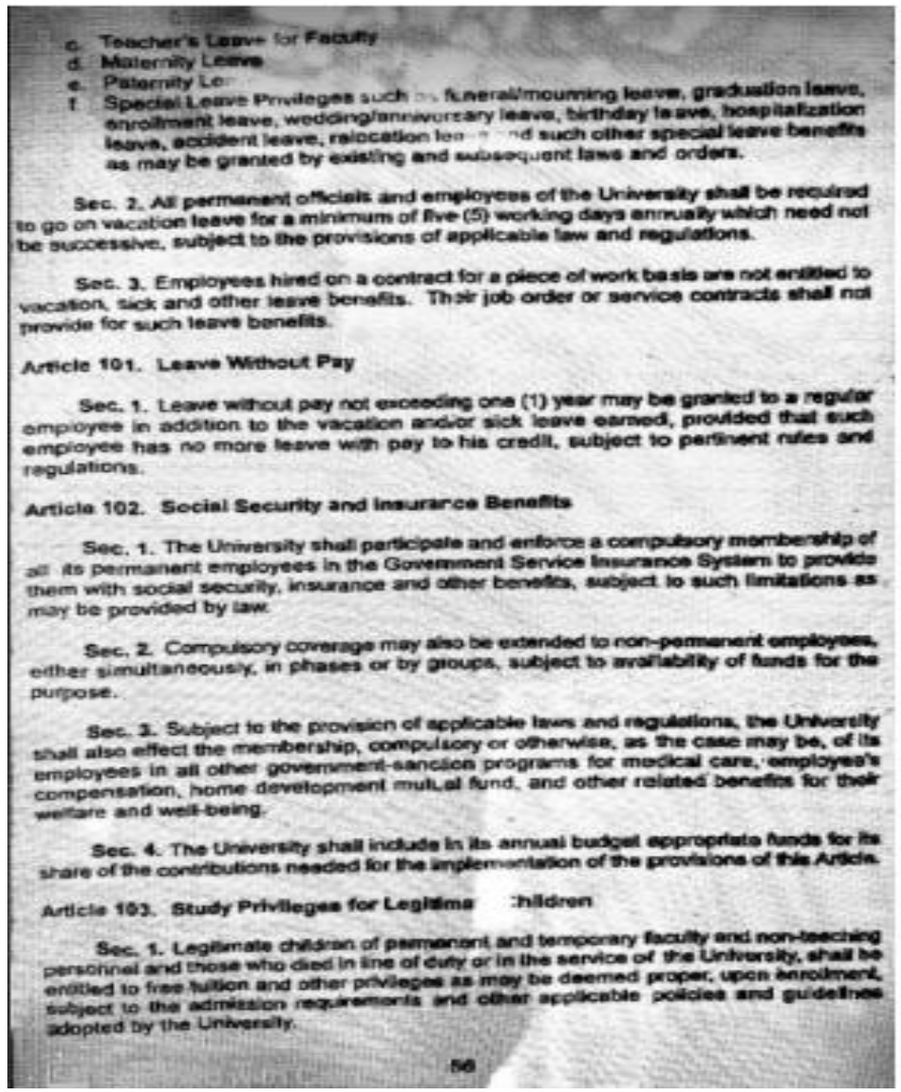
# FACULTY

**PARAMETER G:**

**SALARIES, FRINGE BENEFITS, AND INCENTIVES**

**I.1.5**

## I.1.5 fringe benefit tuition fee discount for faculty dependents



c. Teacher's Leave for Faculty
d. Maternity Leave
e. Paternity Le
f. Special Leave Privileges such as funeral/mourning leave, graduation leave, enrollment leave, wedding/anniversary leave, birthday leave, hospitalization leave, accident leave, relocation le nd such other special leave benefits as may be granted by existing and subsequent laws and orders.

Sec. 2. All permanent officials and employees of the University shall be required to go on vacation leave for a minimum of five (5) working days annually which need not be successive, subject to the provisions of applicable law and regulations.

Sec. 3. Employees hired on a contract for a piece of work basis are not entitled to vacation, sick and other leave benefits. Their job order or service contracts shall not provide for such leave benefits.

**Article 101. Leave Without Pay**

Sec. 1. Leave without pay not exceeding one (1) year may be granted to a regular employee in addition to the vacation and/or sick leave earned, provided that such employee has no more leave with pay to his credit, subject to pertinent rules and regulations.

**Article 102. Social Security and Insurance Benefits**

Sec. 1. The University shall participate and enforce a compulsory membership of all its permanent employees in the Government Service Insurance System to provide them with social security, insurance and other benefits, subject to such limitations as may be provided by law.

Sec. 2. Compulsory coverage may also be extended to non-permanent employees, either simultaneously, in phases or by groups, subject to availability of funds for the purpose.

Sec. 3. Subject to the provision of applicable laws and regulations, the University shall also effect the membership, compulsory or otherwise, as the case may be, of its employees in all other government-sanction programs for medical care, employee's compensation, home development mutual fund, and other related benefits for their welfare and well-being.

Sec. 4. The University shall include in its annual budget appropriate funds for its share of the contributions needed for the implementation of the provisions of this Article.

**Article 103. Study Privileges for Legitima :hildren**

Sec. 1. Legitimate children of permanent and temporary faculty and non-teaching personnel and those who died in line of duty or in the service of the University, shall be entitled to free tuition and other privileges as may be deemed proper, upon enrollment, subject to the admission requirements and other applicable policies and guidelines adopted by the University.

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Sec. 2. Study privileges may also be extended to the legitimate children of non-permanent employees of the University, subject to the policies and guidelines to be adopted by the University.

**Article 104. Housing and Land Use Privileges**

Sec. 1. The University shall, as far as practicable, provide and maintain adequate and convenient housing facilities for its academic and non-teaching personnel at very low and affordable rental charges, exclusive of light and water rental charges. The administration shall implement this provision by tapping both public and private sources of funding.

Sec. 2. In the absence of an available unit of government cottage or housing facility, a bonafide employee of the University may, upon permission of the University President or his duly authorized representative, build a temporary residential house using light materials at his own expense at a designated area in the campus duly reserved for the purpose. Such structure, however, can be removed or demolished anytime upon appropriate prior notice by the school administration to pave way for the implementation of a development project intended to be established in the said area.

Sec. 3. The University shall formulate and implement policies, rules and regulations on housing and land use privileges for its personnel. In granting the privilege, priority shall be afforded to permanent employees of the University.

Sec. 4. A Housing and Land Use Regulatory Committee shall be constituted by the University, to be headed by a Chairman, who shall also act as the Housing Administrator, to enforce policies, rules and regulations promulgated by the University for the administration of all housing facilities of the University.

**Article 105. Legal Services**

Sec. 1. Subject to applicable laws and regulations, the University shall provide free legal and other related services to its official or employees who is charged in an administrative, civil and/or criminal proceedings by parties other than the University or government law enforcement and regulatory authorities for acts or omissions committed which are directly related to the lawful discharge of their official duties and functions and/or in defense of University policies and regulations.

**Article 106. Retirement Privileges**

Sec. 1. In addition to the benefits granted under existing laws, retired members of the academic and non-academic staff shall be afforded the privilege to participate in major University programs and activities. Qualified retirees may be appointed to consultancy and affiliate faculty positions, subject to existing policies and regulations.

Sec. 2. Subject to the provisions of applicable law and regulations, a retired faculty member with the rank of full professor may be appointed Professor Emeritus, provided that the following requirements concur:

**Department** : State Universities and Colleges (SUCs)
**Agency/Entity** : University of Southern Mindanao
**Operating Unit** : < not applicable >
**Organization Code (UACS)** : 08 163 0808000

| Particulars | UACS CODE | Current Year's Obligation | | | Budget Year Obligation Program | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Actual January 1 - September 30 | Estimate October 1 - December 31 | Total | Total | GAAAO (ANNEX A) | | | | | FOR ISSUANCE OF GARO / SARO | | |
| | | | | | | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 | Sub Total | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 |
| 1 | 2 | 3 | 4 | 5=3+4 | 6=7+10 | 7 | 8 | 9 | 10 | 11=7+8+9+10 | 12 | 13 | 14 | 15 |
| Provision of Extension Services | 2304081000810000 | 62 | 59 | 121 | 122 | 0 | 0 | 0 | 0 | 0 | 31 | 31 | 30 | 30 |
| PS | | 62 | 59 | 121 | 122 | 0 | 0 | 0 | 0 | 0 | 31 | 31 | 30 | 30 |
| MI Special Purpose Fund | | 16,322 | 61,233 | 81,555 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Miscellaneous Personnel Benefits Fund | | 16,322 | 61,233 | 81,555 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PS | | 16,322 | 61,233 | 81,555 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 101GL Current Year Budget / Appropriations | | 661,569 | 348,513 | 1,010,079 | 1,100,087 | 164,127 | 303,237 | 298,910 | 210,693 | 842,327 | 43,192 | 63,896 | 47,891 | 63,196 |
| PS | | 671,199 | 278,521 | 949,711 | 798,491 | 134,383 | 170,636 | 134,204 | 101,176 | 620,707 | 43,192 | 43,191 | 43,191 | 43,196 |
| MOOE | | 133,469 | 128,491 | 260,928 | 304,376 | 29,644 | 121,599 | 115,868 | 37,267 | 304,376 | 0 | 0 | 0 | 0 |
| FinEx | | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| CO | | 47,906 | 1,831 | 49,436 | 47,220 | 0 | 6,000 | 8,250 | 0 | 32,250 | 0 | 43,600 | 4,000 | 0 |
| Recapitulation by Program | | 552,919 | 203,219 | 756,135 | 615,355 | 113,294 | 246,430 | 207,670 | 161,297 | 728,690 | 11,993 | 51,562 | 15,583 | 11,111 |
| HIGHER EDUCATION PROGRAM | 2101080000000000 | 474,612 | 182,304 | 657,916 | 503,116 | 101,952 | 231,034 | 186,460 | 141,543 | 676,089 | 10,406 | 50,896 | 14,095 | 10,520 |
| ADVANCED EDUCATION PROGRAM | 2201080000000000 | 12,812 | 13,147 | 25,959 | 19,464 | 4,129 | 5,327 | 3,908 | 4,348 | 16,911 | 994 | 383 | 383 | 383 |
| RESEARCH PROGRAM | 2202080000000000 | 12,923 | 8,946 | 16,969 | 32,912 | 7,131 | 9,676 | 5,790 | 7,997 | 31,244 | 192 | 192 | 192 | 192 |
| TECHNICAL ADVISORY EXTENSION PROGRAM | 2301080000000000 | 1,572 | 779 | 2,351 | 3,764 | 972 | 956 | 812 | 809 | 3,552 | 31 | 31 | 30 | 30 |

**Certified Correct:**

Digitally signed by Villarez

**Certified Correct:**

Digitally signed
By Victor Jay-R

**Recommending Approval By:**

Digitally signed

**Approved By:**

Digitally signed
by Personal