



MC NO. 32, s. 1994

**MEMORANDUM CIRCULAR**

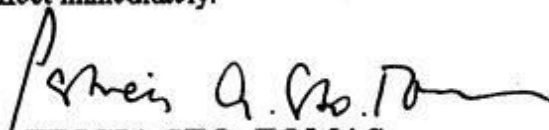
**TO: ALL HEADS OF DEPARTMENTS, BUREAUS, OFFICES AND AGENCIES OF THE NATIONAL AND LOCAL GOVERNMENTS, INCLUDING GOVERNMENT OWNED AND/OR CONTROLLED CORPORATIONS AND STATE UNIVERSITIES AND COLLEGES**

**SUBJECT: Amendment No. 2 of the Omnibus Guidelines on Appointments and other Personnel Actions, CSC Memorandum Circular No. 38, Series of 1993 (Employment Status of Teachers)**

Pursuant to CSC Resolution No. 94-5337 dated September 27, 1994, the last paragraph of Item 4(6) of Section II of the Omnibus Guidelines on Appointments and Other Personnel Actions (MC No. 38, s. 1993 - **Employment Status of Teachers**) is hereby amended to read as follows:

**"Appointments of teachers under temporary and provisional status shall be effective not beyond the school year during which it was issued. However, the services of those who hold teaching positions under temporary or provisional status may be terminated at anytime by the appointing authority as soon as applicants who fully meet the minimum educational qualifications or who are registered teachers, as the case may be, are actually and immediately available."**

**This Memorandum Circular shall take effect immediately.**

  
**PATRICIA STO. TOMAS**  
Chairman

September 27, 1994

OED/RDO/LAC/ben/amend2 win



Republic of the Philippines

# CIVIL SERVICE COMMISSION

AMENDMENT NO. 2 OF THE OMNIBUS GUIDELINES ON  
APPOINTMENTS AND OTHER PERSONNEL ACTIONS, CSC  
MEMORANDUM CIRCULAR NO. 38, SERIES OF 1993  
(EMPLOYMENT STATUS OF TEACHERS)

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RESOLUTION NO. 94 5337

**WHEREAS**, it has been observed that temporary and provisional teachers were being allowed to remain in their position even if registered professional teachers are actually and immediately available;

**WHEREAS**, Section 3 and 4 of Republic Act No. 4670 provide that temporary and provisional appointments of teachers may be allowed only in the absence of applicants who meet the minimum educational qualifications or who lack the appropriate civil service eligibility, respectively;

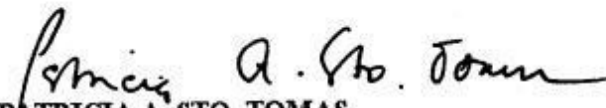
**WHEREAS**, inspite of the clear provisions of Republic Act No. 4670 those who have been appointed under temporary and provisional status are not being replaced to the detriment of the students and the quality of education;

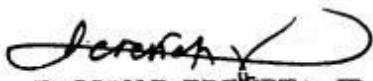
**WHEREAS**, in keeping with the pertinent provisions of Presidential Decree No. 1006 professionalizing teaching and to improve the quality of education, there is a need to fix the effectivity of teacher's appointment under temporary and provisional status consistent with the provision of Section 27, Chapter 5, Book V of Executive Order No. 292;

**WHEREFORE**, foregoing premises considered, the Commission hereby **RESOLVES** to amend the last paragraph of Item 4(6) of Section II of CSC Memorandum Circular No. 38, series of 1993 (Employment Status of Teachers), to read as follows:

"Appointments of teachers under temporary and provisional status **shall be effective not beyond the school year during which it was issued**. However, the services of those who hold teaching positions under temporary and provisional status may be terminated at any time by the appointing authority as soon as applicants who fully meet the minimum educational qualifications or who are registered teachers, as the case may be, are actually and immediately available."

Quezon City, SEP 27 1994

  
PATRICIA A. STO. TOMAS  
Chairman

  
RAMON P. ERENETA, JR.  
Commissioner

  
THELMA P. GAMINDE  
Commissioner

Attested by:

  
CARMENCITA GISELLE B. DAYSON  
Board Secretary VI