

Bachelor of Science in Environmental Science

Z S C M S T



BAGONG PILIPINAS

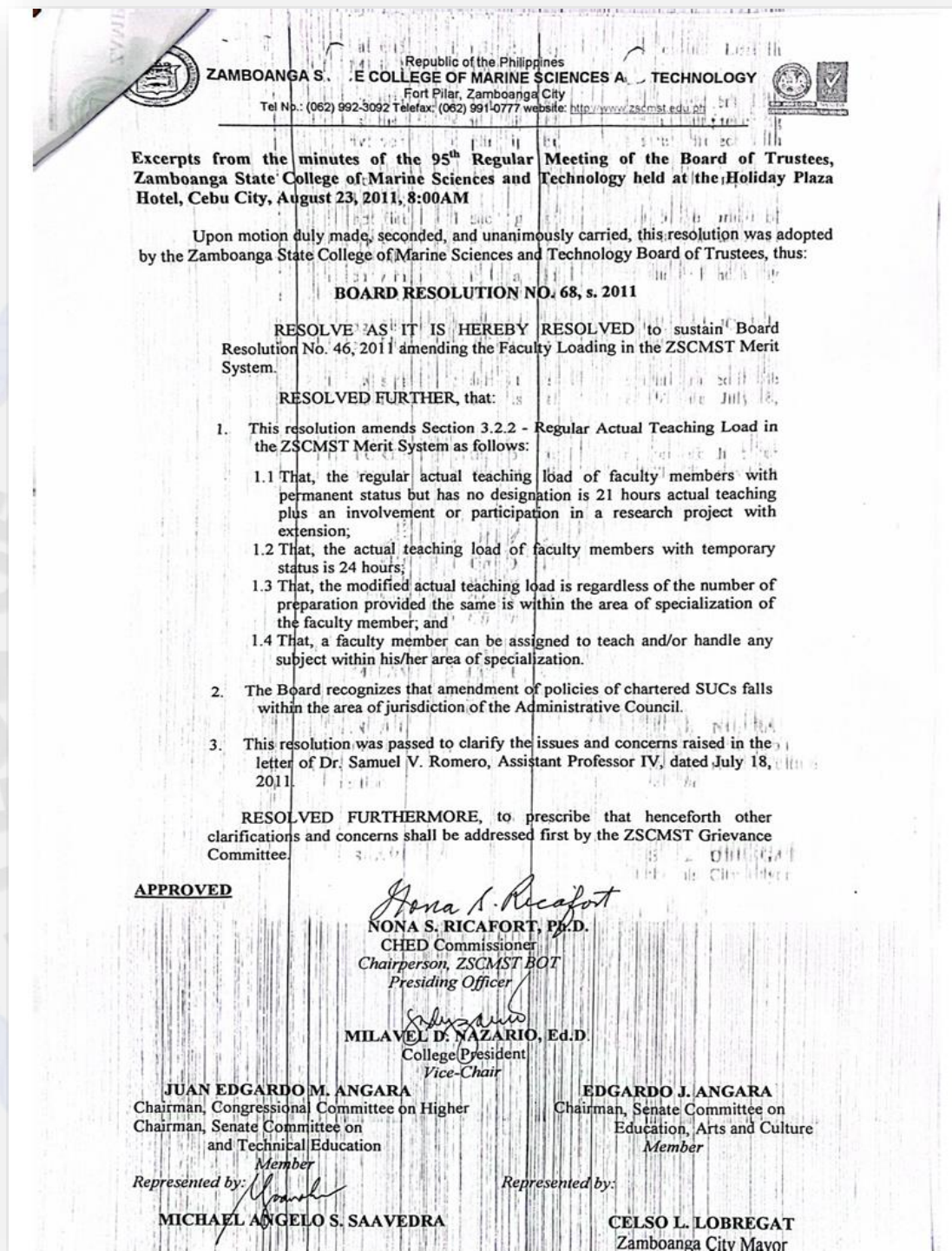


AREA II

SYSTEM-INPUTS AND PROCESSES

S.1 | The institution has a system of promotion in rank and tenure based on official issuance.

S.1. The institution has a system of promotion in rank and tenure based on official issuance.



A document of Board Resolution No. 68, s. 2011 from a meeting of the Zamboanga State College of Marine Sciences and Technology Board of Trustees held on August 23, 2011, at the Holiday Plaza Hotel in Cebu City.



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
Fort Pilar, Zamboanga City
Tel. No. (062) 992-6453 Telefax: (062) 991-0777 website

Excerpts from the Minutes of the 102nd Regular Meeting of the Board of Trustees, Zamboanga State College of Marine Sciences and Technology held on June 19, 2013 at the Garden Orchid Hotel, Zamboanga City

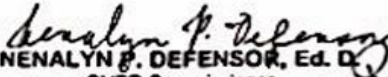
Upon motion duly made, seconded, and unanimously carried, this resolution was adopted by the Board of Trustees of the Zamboanga State College of Marine Sciences and Technology thus

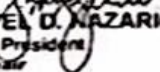
BOARD RESOLUTION NO. 34, s. 2013

Approving the proposed amendment of the following provisions in the ZSCMST Merit System subject to validation by the Office of the Solicitor General, to wit

- (a) Revised definition of "Probationary Period" and "Qualification Standard" in Chapter III – Definition of Terms;
- (b) Item 3.2.2.1 in Chapter IV;
- (c) Items 3.2.1 and 3.2.2 under Policies and Guidelines in the Assignment of Teaching Loads; and
- (d) Item 3.3.1 under Teaching Overload.

APPROVED

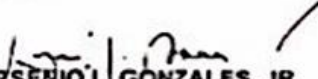

NENALYN P. DEFENSOR, Ed. D.
CHED Commissioner
Chairperson and Presiding Officer


MILAVEL D. NAZARIO, Ed. D.
College President
Vice Chair

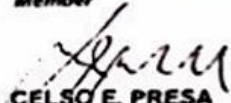
BRENDA L. NAZARETH-MANZANO
Regional Director, DOST-IX
Member


EDGARDO J. ANGARA
Chairman, Senate Committee
on Education, Arts and Culture
Member

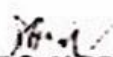
JUAN EDGARDO M. ANGARA
Chairman, Congressional Committee
on Higher and Technical Education
Member


ARSENIO L. GONZALES, JR.
Private Sector Representative
Member

TERESITA SOCORRO C. RAMOS
Regional Director, NEDA-IX
Member


CELSO E. PRESA
Private Sector Representative
Member


LETECIA P. FLORES
President, ZSCMST Faculty Club
Member


ALBERT C. ALDE


AL-RASID M. IM

A document of Board Resolution No. 34, s. 2013 from a meeting of the Zamboanga State College of Marine Sciences and Technology Board of Trustees held on June 19, 2013, at the Garden Orchid Hotel in Zamboanga City.



Republic of the Philippines
ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY
Fort Pilar, Zamboanga City
Tel. No. (062) 992-6450 Telefax: (062) 991-0777 website: <http://www.zscmst.edu.ph>



BOARD OF TRUSTEES RESOLUTION NO. 31, S. 2022

ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY BOARD OF TRUSTEES RESOLUTION DIRECTING THE CREATION OF A TECHNICAL WORKING GROUP TO REVIEW AND FORMULATE THE PROPOSED MERIT SYSTEM REVISED 2022 USING AS REFERENCE THE APPROVED MERIT SYSTEMS OF OTHER STATE UNIVERSITIES AND COLLEGES.

DULY PASSED ON: APRIL 29, 2022 AT BE GRAND RESORT, DANA O, PANGLA O, BOHOL

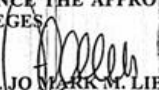
WHEREAS, presented for approval to the Board of Trustees of Zamboanga State College of Marine Sciences and Technology (ZSCMST) is the proposed "Zamboanga State College of Marine Sciences and Technology Merit System Revised 2022";


WHEREAS, also presented as supporting documents are: (a) certification issued by State Solicitor Roel Vincent G. Castro dated September 8, 2020 stating that there is nothing objectionable in the Merit System apart from some words and provisions which have to be rephrased and reworded in order to fully comply with relevant laws, rules and regulations; and (b) ZSCMST Administrative Council Resolution No. 15, s. 2022 dated April 25, 2022 "A RESOLUTION APPROVING THE PROVISIONS INTRODUCED IN THE REVISED MERIT SYSTEM OF THE ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY BASED ON THE SUGGESTIONS MADE BY THE BOARD OF TRUSTEES, AND, ENDORSING THE REVISED MERIT SYSTEM TO THE BOARD OF TRUSTEES FOR APPROVAL";

WHEREAS, after cursory review, the approval of the proposed merit system by the Board of Trustees was deferred with;

WHEREAS, the creation of a technical working group was proposed, to review further the proposal taking into account the numerous suggestions and observations made by the Board of Trustees, and using as reference the approved merit systems of other state universities and colleges;

RESOLVED, THE ZAMBOANGA STATE COLLEGE OF MARINE SCIENCES AND TECHNOLOGY BOARD OF TRUSTEES DIRECTS THE CREATION OF A TECHNICAL WORKING GROUP TO REVIEW AND FORMULATE THE PROPOSED MERIT SYSTEM REVISED 2022 USING AS REFERENCE THE APPROVED MERIT SYSTEMS OF OTHER STATE UNIVERSITIES AND COLLEGES.


Hon. JO MARK M. LIBRE
Commissioner, CHED
Chair, ZSCMST Board of Trustees


Hon. JAIME G. DALON
President, ZSCMST
Vice Chair, ZSCMST Board of Trustees

Hon. EMMANUEL JOEL J. VILLANUEVA
Senator, Senate of the Philippines
Chair, Committee on Education, Arts and Culture
Member, ZSCMST Board of Trustees

Hon. MARK O. GO
Member, Philippines House of Representatives
Chair, Committee on Higher and Technical Education
Member, ZSCMST Board of Trustees

A document of Board of Trustees Resolution No. 31, s. 2022 from a meeting of the Zamboanga State College of Marine Sciences and Technology held on April 29, 2022, at The Grand Resort in Danao, Panglao, Bohol.



The
MERIT SYSTEM
of the
**ZAMBOANGA STATE COLLEGE
OF MARINE SCIENCES AND TECHNOLOGY**

Pursuant to the provision of Item No. 2, Section 7, Book V of Executive Order No. 292 - the Administrative Code of 1987; Memorandum Circular No. 38, s. 1993 dated September 10, 1993; and Memorandum Circular No. 40, s. 1998 dated December 14, 1998 and in compliance with CHED Memorandum Circulars, DBM Circulars, Republic Act No. 8292 and Presidential Decree No. 2020 - the College Charter, the Revised Merit System of the Zamboanga State College of Marine Sciences and Technology is hereby established.

A front page of a document on the merit system for the Zamboanga State College of Marine Sciences and Technology, dated circa 2020.



IV. PROMOTION

3.1 Policies

- 3.1.1 Promotional movement to a higher faculty rank/sub-rank is governed by the provisions and specific guidelines of pertinent National Budget Circulars, i.e. NBC No. 461.
- 3.1.2 Promotion within six (6) months prior to compulsory retirement shall not be allowed except as otherwise provided by law.
- 3.1.3 Positions belonging to the closed career system are exempted from the three salary grade limitation on promotion.
- 3.1.4 A faculty member who is on scholarship, training grant, maternity leave and secondment may be considered for promotion. For this purpose, the performance ratings to be considered shall be the two ratings immediately prior to the start of scholarship or training grant, maternity

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leave or secondment. The promotional appointment shall take effect upon official's return to duty.

- 3.1.5 Promotional movement should at always be meritorious; based on duly verified and authenticated documentary evidence, manifest competence and verifiable accomplishments.
- 3.1.6 The College may prescribe other criteria that it deem necessary to promote quality and excellence in the management of its human resources. .

Chapters 4 and 5 of the Amended MERIT System (BOT Res 34, series 2013).



1.2.2 General Guidelines

1.2.2.1 Faculty may be considered for promotion to a higher faculty rank/ sub-rank based on their CCE (Common Criteria Evaluation) rank and QCE (Qualitative Contribution for Evaluation) points pursuant to the provisions and specific guidelines of pertinent National Budget Circulars, i.e., NBC No. 461.

1.2.2.2 Promotion within six (6) months prior to compulsory retirement shall not be allowed except as otherwise provided by law.

1.2.2.3 Positions belonging to the closed career system are exempted from the three salary grade limitation on promotion.

1.2.2.4 A faculty member who is on local or foreign scholarship, training grant, maternity leave, and secondment may be considered for promotion. For this purpose, the performance ratings to be considered shall be the two ratings immediately prior to the start of scholarship or training grant, maternity leave or upon official return to duty.

1.2.2.5 The College may prescribe other criteria, i.e., relevance of higher degree, psychological and physical fitness, among others, for the promotion to a higher faculty rank or position that it may deem necessary, to achieve quality and excellence in its academic programs, and overall college operations.

Section 1.2.2 of the ZSCMST Faculty Manual 2021 Edition (BOT Res No.51, series of 2021) shows the general guidelines for promotion of faculty.



1.2.2.6 Faculty Rank and Salary Grade

FACULTY RANK	SUB-RANK	EDUCATIONAL QUALIFICATION	SALARY GRADE
Instructor	I	Relevant Master's Degree	12
	II	Relevant Master's Degree	13
	III	Relevant Master's Degree	14
Assistant Professor	I	Relevant Master's Degree	15
	II	Master's Degree	16
	III	Master's Degree	17
	IV	Master's Degree	18
Associate Professor	I	Master's Degree	19
	II	Master's Degree	20
	III	Relevant Doctorate Degree	21
	IV	Relevant Doctorate Degree	22
	V	Relevant Doctorate Degree	23
Professor	I	Accredited by PASUC	24
	II	Accredited by PASUC	25
	III	Accredited by PASUC	26
	IV	Accredited by PASUC	27
	V	Accredited by PASUC	28
	VI	Accredited by PASUC	29
College Professor		Accredited by PASUC	30

A Faculty Manual of the Zamboanga State College of Marine Sciences and Technology showing the faculty rank, sub-rank, educational qualification, and salary grade.