



Republic of the Philippines
PROVINCE OF LEYTE
Provincial Capitol
Tacloban City

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PROVINCIAL LEGAL OFFICE

Item No.: 08
Date: 23 2026 OCT

2nd INDORSEMENT
September 10, 2026

Sangguniang Panlalawigan
Province of Leyte
RECEIVED
OCT 09 2026
Date: Sept 10
By: Jenny V.

Respectfully returned to the Sangguniang Panlalawigan of Leyte, through SP Secretary, the attached Ordinance No. 2026-19 of the Sangguniang Bayan of San Miguel, Leyte.

Issues/concerns for review/recommendation/legal opinion is/are as follows:

- Ordinance No. 2026-19 entitled: "ECCD Teachers/workers Volunteers Security of Tenure Ordinance of 2026"

REVIEW/RECOMMENDATION/LEGAL OPINION:

This office is of the opinion that the subject Ordinance is generally in accordance with its power under Section 447(a)(1)(ii)¹. Hence, we recommend the declaration of its validity.

We hope to have assisted you with this request. Please note that the opinion rendered by this Office are based on the facts available and may vary or change when additional facts and documents are presented or changed. This opinion is likewise without prejudice to the opinions rendered by higher and competent authorities and/or the courts.


ATTY. JOSE RAYMUND A. ACOL
Provincial Legal Officer

¹ ((a) The sangguniang bayan, as the legislative body of the municipality, shall enact ordinances, approve resolutions and appropriate funds for the general welfare of the municipality and its inhabitants pursuant to Section 16 of this Code and in the proper exercise of the corporate powers of the municipality as provided for under Section 22 of this Code

(ii) Maintain peace and order by enacting measures to prevent and suppress lawlessness, disorder, riot, violence, rebellion or sedition and impose penalties for the violation of said ordinances;

Republic of the Philippines
PROVINCE OF LEYTE
Palo, Leyte
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OFFICE OF THE SANGGUNIANG PANLALAWIGAN

1ST INDORSEMENT
08 September 2026

PROVINCE OF LEYTE
LEGAL OFFICE
RECEIVED
By: 
Date: 9-9-26 Time: 9:45

The Provincial Legal Office is respectfully requested to review and submit recommendations on the herein enclosed **Municipal Ordinance No. 2026-19** of the **Municipality of San Miguel, Leyte**, entitled: **An Ordinance providing security of work, support, and proper management of Early Childhood Care and Development (ECCD) teachers/workers, volunteers in the Municipality of San Miguel, providing guidelines on their recommendation, appointment, and service continuity, and for other purposes.**


FLORINDA JILL S. UYVICO
Secretary to the Sangguniang



Republic of the Philippines
PROVINCE OF LEYTE
MUNICIPALITY OF SAN MIGUEL
-oOo-

OFFICE OF THE SANGGUNIANG BAYAN

RECEIVED
SEP 04 2026
WSP 4 PM
SEPTEMBER 04, 2026

The Honorable Members of the Sangguniang Panlalawigan of Leyte
Thru: The Sangguniang Panlalawigan Secretary
Provincial Legislative Building,
Candahug, Palo, Leyte

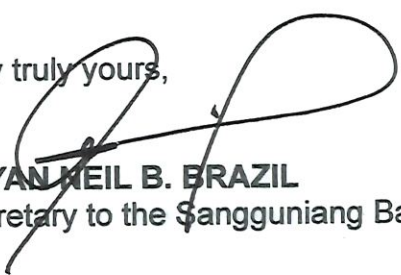
Gentlemen/Ladies:

I have the honor to forward herewith pertinent documents of the Sangguniang Bayan of the Municipality of San Miguel, Leyte for review and approval, to wit:

1. Fifteen (15) copies of Municipal Ordinance No. 2026-19, Series of 2026 entitled: **"AN ORDINANCE PROVIDING SECURITY OF WORK, SUPPORT, AND PROPER MANAGEMENT OF EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD) TEACHERS/ WORKERS VOLUNTEERS IN THE MUNICIPALITY OF SAN MIGUEL PROVIDING GUIDELINES ON THEIR RECOMMENDATION, APPOINTMENT, AND SERVICE CONTINUITY, AND FOR OTHER PURPOSES"**

Kindly acknowledge receipt hereof.

Very truly yours,


BRYAN NEIL B. BRAZIL
Secretary to the Sangguniang Bayan

Certified Correct:



Republic of the Philippines
PROVINCE OF LEYTE
MUNICIPALITY OF SAN MIGUEL
-oOo-

SANGGUNIANG BAYAN
SEP 04 2026
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PROVINCE OF LEYTE

OFFICE OF THE SANGGUNIANG BAYAN

EXCERPT FROM THE MINUTES OF THE REGULAR SESSION OF THE SANGGUNIANG BAYAN, SAN MIGUEL, LEYTE, HELD AT THE SESSION HALL, LEGISLATIVE BUILDING, SAN MIGUEL, LEYTE ON AUGUST 17, 2026

PRESENT:

Hon. Jerome P. Peñaranda	-	SB Member/ Temporary Presiding Officer
Hon. Norman Niel G. Martija	-	SB Member
Hon. Letecia G. Espos	-	SB Member
Hon. Thelma M. Brazil	-	SB Member
Hon. Raul A. Salasño	-	SB Member
Hon. Richard Len B. Lapidario	-	SB Member
Hon. Samuel P. Salomon	-	Ex-Officio Member, President, Liga ng mga Barangay
Hon. Joss Novem B. Labaclado	-	Ex-Officio Member, President, Sangguniang Kabataan Pambayang Pederasyon

ABSENT:

Hon. Estanislao D. Sabdao, Jr.	-	Municipal Vice-Mayor/Presiding Officer (on official leave)
Hon. Danilo L. Aureo	-	SB Member (on official leave)
Hon. Francis Jay D. Sabdao	-	SB Member (on official leave)

Resolution No. 203
Series of 2026

AN ORDINANCE PROVIDING SECURITY OF WORK, SUPPORT, AND PROPER MANAGEMENT OF EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD) TEACHERS/ WORKERS VOLUNTEERS IN THE MUNICIPALITY OF SAN MIGUEL PROVIDING GUIDELINES ON THEIR RECOMMENDATION, APPOINTMENT, AND SERVICE CONTINUITY, AND FOR OTHER PURPOSES

WHEREAS, Republic Act No. 12199, also known as the ECCD System Act, mandates the development and institutionalization of early childhood care and development programs and services, including professional support for ECCD personnel;

WHEREAS, the ECCD Council's mandate requires consistent delivery of ECCD programs and services through coordinated implementation with Local Government Units (LGUs), including support for teachers and service providers;

WHEREAS, ECCD service providers, including child development teachers and workers, play a critical role in delivering comprehensive ECCD services, and may benefit from local policies that ensure continuity of service and recognition of their roles;

WHEREAS, there is a need to strengthen local governance of ECCD programs by providing security of work for ECCD teachers and workers volunteers, subject to performance evaluation and qualifications, to ensure effective delivery of early childhood services in the Municipality of San Miguel;

WHEREFORE on motion of Hon. Raul A. Salasño duly seconded by all members present;

NOW THEREFORE, BE IT ORDAINED, by the Sangguniang Bayan of Municipality of San Miguel, Leyte in regular session assembled;

MUNICIPAL ORDINANCE NO.2026-19
Series of 2026

AN ORDINANCE PROVIDING SECURITY OF WORK, SUPPORT, AND PROPER MANAGEMENT OF EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD) TEACHERS/ WORKERS VOLUNTEERS IN THE MUNICIPALITY OF SAN MIGUEL PROVIDING GUIDELINES ON THEIR RECOMMENDATION, APPOINTMENT, AND SERVICE CONTINUITY, AND FOR OTHER PURPOSES

HON. RAUL A. SALASÑO
SB MEMBER
BRYAN NEIL B. BRAZIL
Secretary to the Sangguniang Bayan
Attested by:

HON. RICHARD LEN B. LAPIDARIO
SB MEMBER
HON. JEROME P. PEÑARANDA
SB Member/Temporary Presiding Officer

HON. SAMUEL P. SALOMON
President, Liga ng mga Barangay
Concurred:

HON. JOSS NOVEN B. LABACLADO
President, SK Pambayang Pederasyon
HON. NORMAN NIEL G. MARTIJA
SB MEMBER
HON. LETECIA G. ESPOS
SB MEMBER

HON. THELMA M. BRAZIL
SB MEMBER
Approved:

ATTY. NORMAN D. SABDAO
Municipal Mayor

Certified Correct:

Authored by: RAUL A. SALAÑO
Committee Chairman on Education, Family and Housing

SECTION 1. TITLE. This Ordinance shall be known as the “ECCD TEACHERS/WORKERS VOLUNTEERS SECURITY OF TENURE ORDINANCE OF 2026.”

SECTION 2. DECLARATION OF POLICY. It is the policy of the Municipality to support and enhance the delivery of quality ECCD programs by providing security of work and procedural safeguards for ECCD teachers and workers, while aligning with national ECCD standards and local needs.

SECTION 3. DEFINITION OF TERMS:

- a. **ECCD Teacher / workers Volunteer** – refers to a person who provides early childhood care and development services under the ECCD system, including both day-care or center-based teachers and community ECCD facilitators, whether paid through honoraria or funded locally.
- b. **Security of Tenure** – refers to the assurance that ECCD teachers/volunteers shall not be removed arbitrarily without justifiable cause and due process, subject to performance evaluation and compliance with program standards.
- c. **MSWD** – refers to the Municipal Social Welfare and Development Office of San Miguel.

SECTION 4. COVERAGE. This ordinance applies to all ECCD teachers and worker volunteers serving ECCD programs within the Municipality, whether assigned to a center, community-based program, or similar service.

SECTION 5. PROCEDURES FOR RECOMMENDATION AND APPROVAL

- a. The ECCD teacher/workers volunteer shall be recommended by the MSWD Officer based on qualifications, performance, and need for continued service.
- b. The MSWD Officer shall submit a Written Recommendation for Continuity of Service to the Office of the Municipal Mayor for approval.
- c. The Mayor may approve the recommendation, which will serve as the basis for continued engagement of the ECCD teacher/workers' volunteer.
- d. Approval shall be valid for one program year or a period determined by the MSWD, subject to annual evaluation and re-recommendation.
- e. The approved recommendation shall serve as basis for the continued engagement or renewal of appointment of the ECCD teacher/volunteer, subject to satisfactory performance, availability of funds, and continued need for the program. No ECCD teacher/workers shall be removed, replaced, or discontinued without valid reason and prior written notice.
- f. The recommendation, appointment, renewal, or continuation of service of ECCD teachers/worker volunteers shall be under the authority of the Municipal Social Welfare and Development (MSWD) Office and subject to approval by the Municipal Mayor. No person or office not authorized under this Ordinance shall interfere with, alter, or unduly influence such process.

SECTION 6. SECURITY OF WORK

- a. ECCD teachers/worker volunteers who have received an approved recommendation from the MSWD Office and confirmation by the Municipal Mayor shall be entitled to continuity of service for the approved period, provided that they:

Attested by:

Consented:

Approved:

BRYAN NEIL B. BRAZIL
Secretary to the Sangguniang Bayan

HON. JEROME P. BENARANDA
SB Member/Temporary Presiding Officer

HON. NORMANIEL S. MARTILLA
SB MEMBER

HON. LETECIA G. ESPOS
SB MEMBER

HON. THELMA M. BRAZIL
SB MEMBER

ATTY. NORMAN T. SARDAO
Municipal Mayor

HON. RAUL A. SALAÑO
SB MEMBER

HON. RICHARD LEN E. LAPIDARIO
SB MEMBER

HON. SAMUEL P. SALOMON
President, Liga ng mga Barangay

HON. JOSS NOVEN B. LABACLAO
President, SK Pambarangay Pederasyon

Certified Correct:

BRYAN NEIL B. BRAZIL
Secretary of the Sangguniang Bayan

Attested by:

HON. RAUL A. SALAÑO
SB MEMBERHON. RICHARD LEN B. LAPIDARIO
SB MEMBERHON. JEROME A. PEÑARANDA
SB Member/Temporary Presiding Officer

Concurred:

HON. SAMUEL P. SALOMON
President, Liga ng mga BarangayHON. JOSE NOVEN B. LABACLAADO
President, SK Pambarangay PederasyonHON. NORMAN NIEL Q. MARTILLA
SB MEMBERHON. LETEZIA Q. ESPASO
SB MEMBERHON. THELMA M. BRAZIL
SB MEMBER

Approved:

ATTY. NORMAN D. SABBADO
Municipal Mayor

1. Comply with ECCD program standards, policies, and objectives;
2. Maintain satisfactory performance, attendance, and conduct;
3. Faithfully perform their duties and responsibilities;
4. Participate in required trainings, meetings, and program activities;
5. Maintain good standing and professionalism in dealing with children, parents, and the community; and
6. Observe ethical standards and child protection policies.

b. Removal, replacement, suspension, or non-renewal of engagement shall only be made for valid and justifiable reasons, including but not limited to:

1. Documented unsatisfactory performance;
2. Persistent neglect of duties or habitual absenteeism;
3. Serious misconduct, dishonesty, or violation of ECCD policies;
4. Abuse, discrimination, or conduct prejudicial to the welfare of children;
5. Failure to comply with reasonable work requirements after due notice;
6. Redundancy or program restructuring;
7. Lack of available funds or discontinuance of the ECCD program; or
8. Voluntary resignation or abandonment of service.

c. No ECCD teacher/teacher volunteer shall be removed, replaced, or discontinued without observance of due process and fair evaluation.

d. In all cases involving removal, replacement, suspension, or non-renewal, the concerned ECCD teacher/workers volunteer shall be:

1. Given written notice stating the grounds or reasons;
2. Provided reasonable opportunity to explain or respond;
3. Allowed to submit supporting documents or statements; and
4. Informed in writing of the final decision of the MSWD Office and the Municipal Mayor.

e. Replacement of ECCD teachers/teacher volunteers shall not be based on political endorsement, personal preference, or unauthorized interference from any individual or office not designated under this Ordinance.

f. Length of service, satisfactory performance, dedication to duty, and positive community feedback shall be considered in the recommendation for renewal or continuation of service.

g. The Municipality shall promote fair treatment, stability, and continuity of service of ECCD teachers/worker volunteers in recognition of their important role in early childhood care and development.

SECTION 7. REPORTING AND MONITORING. The MSWD Officer, in coordination with the Municipal ECCD Coordinator (or equivalent), shall monitor performance and prepare periodic reports on ECCD personnel status, including recommendations for continuity, replacement, or capacity building needs.

SECTION 8. COMPENSATION AND SUPPORT

a. The Municipality shall provide honoraria, allowances, or incentives as appropriate and available under current municipal funds and program allocations.

b. The MSWD shall facilitate access to training, workshops, and development opportunities for ECCD teachers/volunteers.

Certified Correct:

c. The Barangay Council shall include in its Annual Investment Program (AIP) and annual budget the allocation of funds for the allowance, honoraria, or other support for ECCD Teachers/Teacher Volunteers assigned within their respective barangays, subject to applicable budgeting, accounting, and auditing laws, rules, and regulations. The AIP serves as the basis for the preparation of the annual barangay budget and funding of programs, projects, and activities.

SECTION 9. GRANTING OF RETIREMENT BENEFITS FOR SERVICES RENDERED BY ACCREDITED ECCD TEACHERS/WORKERS VOLUNTEERS

The early child care development/workers volunteers who shall separate from his/her service at the age of 60 years shall be given cash benefits depending on the number of accumulated years of services:

- a. 20 years and above 20,000.00
- b. 16-19 years of service 15,000.00
- c. 10-15 years of service 10,000.00
- d. less than 10 years of service 5,000.00

SECTION 10. DOCUMENTARY REQUIREMENTS FOR THE GRANT OF RETIREMENT CASH BENEFITS

To qualify for the retirement cash benefit under this Ordinance, an accredited Early Childhood Care and Development (ECCD) Teacher/Worker/Volunteer shall submit the following documents to the Municipal Social Welfare and Development Office (MSWDO) or other designated implementing office:

- 1. Duly accomplished Application Form for retirement cash benefits.
- 2. Certificate of Accreditation as an ECCD Teacher/Worker/Volunteer issued by the appropriate Local Government Unit or the ECCD Council, if applicable.
- 3. Certification of Length of Service issued by the Municipal Mayor, Municipal Social Welfare and Development Officer, or other authorized official, indicating the applicant's total years of continuous or accumulated service.
- 4. Certification of Separation from Service stating that the applicant has retired or separated from service upon reaching sixty (60) years of age.
- 5. Proof of Age, such as a PSA-issued Birth Certificate, Philippine Identification (PhilID), passport, or any other valid government-issued identification showing the applicant's date of birth.
- 6. Latest Appointment, Designation, or Assignment Order,
- 7. Photocopy of one (1) valid government-issued ID.

The Municipal Social Welfare and Development Office shall verify the authenticity of all submitted documents and certify the eligibility of the applicant before the release of the retirement cash benefit.

SECTION 11. ROLES, DUTIES, AND RESPONSIBILITIES OF ECCD TEACHERS/WORKER VOLUNTEERS

The ECCD Teachers/Woker Volunteers shall perform the following duties and responsibilities in accordance with Republic Act No. 8980, Republic Act No. 10410, and other applicable laws, rules, and standards on Early Childhood Care and Development (ECCD):

- 1. Provide Developmentally Appropriate Early Childhood Education.
Conduct age-appropriate, child-centered, and play-based learning activities that promote the physical, cognitive, language, socio-emotional, moral, and creative development of children enrolled in the Child Development Center.

HON. RAUL A. SALAÑO
SB MEMBER

HON. RICHARD LEN B. LAPIDARIO
SB MEMBER

HON. SAMUEL P. SALOMON
President, Liga ng mga Barangay

HON. JOSS NOVEN B. LABACIADO
President, SK Pambayang Pederasyon

HON. THELMA M. BRAZIL
SB MEMBER

ATTY. NORMAN D. SABDAO
Municipal Mayor

Certified Correct:

Affected by:

Concurred:

Approved:

2. Ensure the Safety and Welfare of Children.
Maintain a safe, healthy, nurturing, and inclusive learning environment that protects children from abuse, neglect, discrimination, bullying, and all forms of harm.
3. Prepare and Implement ECCD Learning Plans.
Develop daily, weekly, and monthly learning plans, instructional materials, and classroom activities aligned with ECCD standards, curriculum guides, and local cultural context.
4. Monitor and Assess Child Development.
Observe, document, and assess the developmental progress of children using appropriate ECCD assessment tools and maintain updated learner records and portfolios.
5. Promote Health, Nutrition, and Child Well-Being.
Assist in the implementation of feeding programs, health monitoring, hygiene promotion, and other child wellness activities in coordination with parents, barangay officials, health workers, and partner agencies.
6. Strengthen Parent and Community Participation.
Conduct parent education sessions, home visits, consultations, and community mobilization activities to encourage active participation of parents and guardians in the child's learning and development.
7. Maintain Center Cleanliness and Learning Readiness.
Ensure the cleanliness, orderliness, and proper organization of the Child Development Center, including the proper use and safekeeping of learning materials, equipment, and facilities.
8. Prepare and Submit Reports.
Prepare and submit required reports, attendance records, inventories, accomplishment reports, and other documents as may be required by the Municipal Social Welfare and Development Office (MSWDO), Local Government Unit (LGU), ECCD Council, or other authorized agencies.
9. Participate in Trainings and Professional Development.
Attend seminars, workshops, capability-building programs, and other continuing education activities to improve professional competence and quality of ECCD service delivery.
10. Coordinate with Government and Partner Agencies.
Work closely with the LGU, MSWDO, DepEd, DOH, Barangay Councils, and other stakeholders in the implementation of ECCD-related programs and services.
11. Promote Inclusivity and Equal Opportunity.
Ensure that children, including those with disabilities, developmental delays, indigenous backgrounds, and those belonging to vulnerable sectors, are provided equal access to quality ECCD services.
12. Perform Other Related Functions.
Perform such other duties and responsibilities related to ECCD programs and services as may be assigned by the Municipal Government consistent with existing laws, rules, and regulations.

SECTION 12. FUNDING

1. Funds necessary for the implementation of this Ordinance shall be appropriated annually in the Municipal Budget and may be supplemented by other lawful sources as may be available.
2. The Barangays within the Municipality are likewise encouraged to provide counterpart funding, financial assistance, honoraria, incentives, or other forms of support for ECCD teachers/worker volunteers assigned within their respective barangays, subject to the availability of barangay funds and existing budgeting, accounting, and auditing rules and regulations.
3. Such counterpart support may be used for honoraria, transportation allowance, instructional materials, training, and other program-related expenses intended to strengthen early childhood care and development services in the community.

BRYAN NEIL B. BRAZIL
Secretary of the Sangguniang Bayan

HON. RAUL A. SALAÑO
SB MEMBER

HON. JEROME R. PENARANDA
SB Member/Temporary Presiding Officer

HON. RICHARD LEN B. LAPIDARIO
SB MEMBER

HON. SAMUEL P. SALOMON
President, Liga ng mga Barangay

HON. NORMAN NIEG. MARTIJA
SB MEMBER

HON. JOSS NOVEN B. LABACIADO
President, SK Pambarangay Pederasyon

HON. LETECIA G. ESPINO
SB MEMBER

HON. THELMA M. BRAZIL
SB MEMBER

ATTY. NORMAN D. SABDAO
Municipal Mayor

Concurred by:

HON. RAUL A. SALAÑO
SB MEMBER

HON. RICHARD LENTZ LAPIDARIO
SB MEMBER

HON. SAMUEL P. SALOMON
PRESIDENT, LIGA NG MGA BARANGAY

HON. JOSS NOVEN B. LABACILADO
PRESIDENT, SK PAMBAYANG PEDERASYON

HON. ANTONIO G. MARTUA
SB MEMBER

HON. LETECIA G. ESPOS
SB MEMBER

HON. THELMA M. BRAZIL
SB MEMBER

SECTION 13. SEPARABILITY CLAUSE. If any part of this ordinance is held invalid, the remainder shall continue in effect.

SECTION 14. EFFECTIVITY. This Ordinance shall take effect upon approval and in accordance with law.

UNANIMOUSLY APPROVED - **August 17, 2026**

I HEREBY CERTIFY to the correctness of the foregoing resolution/ordinance.

BRYAN NEIL B. BRAZIL
Secretary to the Sangguniang Bayan

Attested by:

HON. JEROME P. PEÑARANDA
SB Member/Temporary Presiding Officer

Approved:

ATTY. NORMAN D. SABDAO
Municipal Mayor



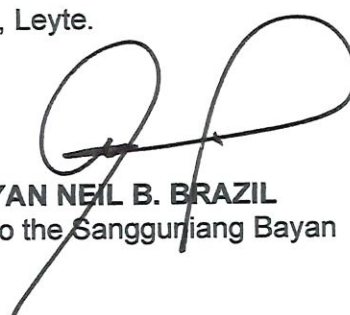
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PROVINCE OF LEYTE
MUNICIPALITY OF SAN MIGUEL
-oOo-

OFFICE OF THE SANGGUNIANG BAYAN

CERTIFICATE OF POSTING

1. **THIS IS TO CERTIFY** that Municipal Ordinance No. 2026-19, Series of 2026 as embodied under Resolution No. 203, Series of 2026 entitled: **“AN ORDINANCE PROVIDING SECURITY OF WORK, SUPPORT, AND PROPER MANAGEMENT OF EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD) TEACHERS/ WORKERS VOLUNTEERS IN THE MUNICIPALITY OF SAN MIGUEL PROVIDING GUIDELINES ON THEIR RECOMMENDATION, APPOINTMENT, AND SERVICE CONTINUITY, AND FOR OTHER PURPOSES”**, has been posted in three (3) conspicuous places within the municipality and shall remain posted for three (3) consecutive weeks.

Done this 4th day of September 2026 at San Miguel, Leyte.


BRYAN NEIL B. BRAZIL
Secretary to the Sangguniang Bayan