



Republic of the Philippines
Department of Education
DIGOS CITY DIVISION

Office of the Schools Division Superintendent

August 8, 2022

DIVISION MEMORANDUM

No. 549, s. 2022

DISSEMINATION OF THE CITY ORDINANCE NO. 2022-112


To : Assistant Schools Division Superintendent
SGOD & CID Chiefs
SDO Unit Members and Head of Office/Unit
All School Heads and Administrators
All School Teaching and Non-teaching Personnel
All Concerned Others

1. For the information and guidance of all concerned, enclosed is a copy of City Ordinance No. 2022-112 dated July 28, 2022, titled, An Ordinance Granting Benefits and Privileges to Child Development Workers (CDWs) Within the Territorial Jurisdiction of Digos City, Province of Davao del Sur and Appropriating Funds for said Purpose.
2. For information, guidance and immediate dissemination.


CRISTY C. EPE

Schools Division Superintendent

DepEd Schools Division of Digos City
RECORDS SECTION

RELEASED
22-89063
DATE: AUG 10 2022 TIME: 9:18am
BY: 

Enclosed: As stated.

Reference: None
To be indicated in the Perpetual Index
under the following subjects:

CITY ORDINANCE
CHILD DEVELOPMENT

CID/ Guidance/rdm



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Republic of the Philippines
Province of the Davao del Sur
City of Digos



OFFICE OF THE SANGGUNIANG PANLUNGSOD

8TH CITY COUNCIL

EXCERPTS FROM THE MINUTES OF THE 4TH REGULAR SESSION OF THE SANGGUNIANG PANLUNGSOD OF DIGOS CITY, DAVAO DEL SUR HELD ON JULY 28, 2022 AT THE SP SESSION HALL

CITY ORDINANCE NO. 2022-112

Author: Hon. Concepcion R. Cadungog

Co-Authors: Hon. Liza M. Cagas Hon. Marc Dominic R. Fernandez Hon. Salvador L. Dumogho, III
Hon. Xymber M. Latasa Hon. Reynaldo S. Hermosisima Hon. Reynaldo T. Aballe
Hon. Michael R. Latasa Hon. Ferdinand D. Canastra Hon. Nestor M. Aldeguer, Jr.
Hon. Juanito O. Morales Hon. Linda E. Regidor Hon. Korina A. Bucol

PRESENT: Hon. Johari G. Baña	City Vice Mayor – Presiding Officer
Hon. Liza M. Cagas	SP Member
Hon. Reynaldo T. Aballe	SP Member
Hon. Xymber M. Latasa	SP Member
Hon. Michael R. Latasa	SP Member
Hon. Ferdinand D. Canastra	SP Member
Hon. Marc Dominic R. Fernandez	SP Member
Hon. Salvador L. Dumogho, III	SP Member
Hon. Concepcion R. Cadungog	SP Member
Hon. Nestor M. Aldeguer, Jr.	SP Member
Hon. Reynaldo S. Hermosisima	SP Member
Hon. Linda E. Regidor	SP Member/IPMR
Hon. Juanito O. Morales	SP Member/LnB Rep.
Hon. Korina A. Bucol	SP Member/SK Pederasyon Pres.

ABSENT : N O N E

AN ORDINANCE GRANTING BENEFITS AND PRIVILEGES TO CHILD DEVELOPMENT WORKERS (CDWs) WITHIN THE TERRITORIAL JURISDICTION OF DIGOS CITY, PROVINCE OF DAVAO DEL SUR AND APPROPRIATING FUNDS FOR SAID PURPOSE

Be it ordained by the Sangguniang Panlungsod, in session assembled:

SECTION 1. SHORT TITLE

Granting of Benefits and Privileges to Child Development Workers' Ordinance.

SECTION 2. DECLARATION OF POLICY

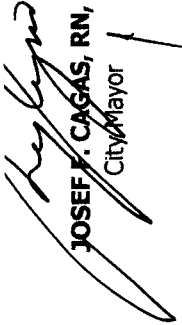
Pursuant to Republic Act No. 10410, the State shall promote the rights of children to survival, development and special protection with full recognition of the nature of childhood and as well as the need to provide developmentally appropriate experiences to address their needs; and to support parents in their roles as primary caregivers and their children's first teachers. Further, the State recognizes the age from zero (0) to eight (8) years as the crucial stage of educational development of which the age from zero (0) to four (4) years shall be the responsibility of the Early Childhood Care and Development (ECCD) Council. Therefore the responsibility to help develop children in the formative years between age five (5) to eight (8) years shall be with the Department of Education (DepEd).

Josef F. Cagas
JOSEF F. CAGAS, RN, JD
City Mayor

Atty. Joaquin G. Baña
ATTY. JOAQUIN G. BAÑA
City Vice Mayor/Presiding Officer

Evelyn N. Bacungco
EVELYN N. BACUNGO, MPA
Secretary to the Sanggunian

The State shall institutionalize a national system for Early Childhood Care and Development (ECCD) that is comprehensive, integrative and sustainable, that involves multi-sectoral and inter agency collaboration at the national and local levels among government; among service providers, families and communities and among the public and private sectors, non-government organizations, professional associations and academic institutions. It shall promote the inclusion of children with special needs, provide for reasonable accommodation and accessible environments for children with disabilities and advocate respect for cultural diversity and linguistic diversity, including the use of Filipino Sign Language as the visual language of the deaf community. It shall be anchored on complementary strategies for ECCD that include service delivery for children from age zero (0) to four (4) years, educating parents and caregivers, encouraging the active involvement of parents and communities in ECCD programs raising awareness about the important efforts that improve the quality of life for young children and families.


JOSEFF F. CAGAS, RN, JD
 City Mayor

Republic Act No. 8980 or the ECCD Act and Republic Act 7160 mandate all national government agencies to provide technical assistance, develop policies and programs and support the ECCD service providers in consultation with coordinating committees at the provincial, city/municipal and barangay levels and monitoring ECCD service benefits and outcomes.


ATTY. JOHN REG G. BAÑA
 City Vice Mayor/Presiding Officer

Local Government Units (LGUs) shall be primarily responsible for implementing the National ECCD Programs by providing basic public ECCD services by supporting the organizations of parent cooperatives to initiate the establishment of ECCD programs and ensuring that service providers of public ECCD programs under their supervision shall be justly compensated, that adequate funds are made available and their working conditions are conducive to fulfill national quality standards.

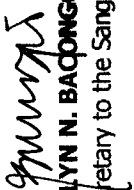
The City Government of Digos shall promote, provide benefits and improve the total well-being of the Child Development Workers. It shall encourage all Child Development Workers to become effective partners in the implementation of all child care-education and other literacy related programs and activities of the City Government.

SECTION 3. DEFINITION OF TERMS

The following terms are defined as follows:

- a. **Early Childhood Care and Development (ECCD) System** shall refer to the full range of health, nutrition, early education and social services development programs that provide for the basic holistic needs of young children from age zero (0) to four (4) years; and to promote their optimum growth and development.
 These programs shall include:

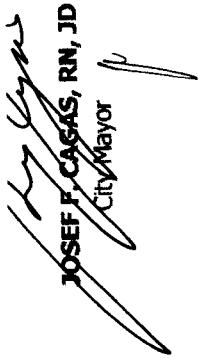
1. Center-based programs such as the day care service established under Republic Act No. 6972 otherwise known as the "Barangay-Level Total Development and Protection of Children Act" and herein after referred to as the child development service, community or church-based early childhood education programs initiated by non-government organizations or people's organizations,


EVELYN N. BACUNGO, MPA
 Secretary to the Sanggunian

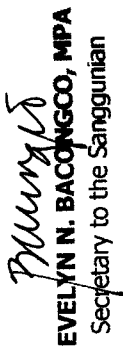
workplace-related childcare and education programs, child-minding centers, health centers and stations;

2. Home-based programs refer to programs which utilize parents as the primary service providers for ECCD such as the neighborhood-based play groups, family child care programs, parent education and home visiting programs.

- b. **Early Childhood Care and Development (ECCD) Service Providers**- refers to the various professional, para-professionals and volunteer caregivers who are directly responsible for the care and education of young children from age zero (0) to four (4) years through the various centers home-based programs. They shall include daycare workers referred to as Child Development Workers (CDWs), Child Development Teachers-Aides, Rural Health Midwives, Social Workers, Community Health Workers, Barangay Nutrition Scholars, parent effectiveness service volunteers and family day care providers.
- c. **ECCD Curriculum** – refers to the developmentally- appropriate educational objectives and practices, programs of activities, organized learning experiences, recommended learning materials and appropriate assessment for children from age zero (0) to four (4) years that are implemented by service providers through center and home-based programs. It shall consist of national program goals and guidelines, instructional objectives and content outlines that are age-appropriate, individually-appropriate and culturally-relevant.
- d. **Parent Education** – refers to the various formal and alternative means of providing parents with information, skills and support system to assist them in their roles as their children’s primary caregivers and educators. These include public and private parent education programs linked to center, home and media-based childcare and education programs.
- e. **Child Development Center**- refers to a government facility located in every barangay where a Child Development Teacher/Worker is implementing day care service and other ECCD programs (popularly known as Day Care Center)
- f. **ECCD Coordinator** – refers to a person who provides technical supervision and monitoring to Child Development Teacher/Workers in the LGU handling three (3) to four (4) years old children in the implementation of ECCD program.
- g. **Day Care Service Program**- means the provision of parental care to children whose ages are from three (3) to four (4) years of which is rendered during part of the day when a child’s parent cannot attend to his/her needs.


JOSE F. CAGAS, RN, JD
City Mayor


ATTY. JOCHARLIE BANA
City Vice Mayor/Residing Officer


EVELYN N. BACUNGO, MPA
Secretary to the Sanggunian

h. Child Assessment Tool- refers to an instrument, standards and indicators formulated by the Department of Social Welfare and Development (DSWD). It is used in the accreditation/Licensing of Child Development Centers and Child Development Teachers/Workers for standardization of the day care program.

i. Accreditation Level- refers to the final performance of results and/or ratings applied in every Child Development Center and Child Development Teacher/Worker based on the five (5) areas of assessment namely:

1. Advancement of Children’s Growth and Development
2. Partnership with families, communities and Local Government
3. Human Resource Development
4. Program Management
5. Physical Environment

j. Child Development Worker/Teacher- One of those “service providers engaged in teaching children ages three (3) to four (4) years old in the child development centers. He/She extends other early-childhood education-related services in a particular barangay popularly known as Day Care Workers.

k. Republic Act No. 8980- An Act promulgating a comprehensive policy and a national system for Early Childhood Care and Development (ECCD), Providing Funds Therefor and for other purposes.

l. Republic Act No. 10410- An act recognizing the age from zero (0) to eight (8) years as the crucial stage of educational development and strengthening the early childhood care and development system appropriating funds therefor and for other purposes.

m. Republic Act No. 7160- An Act transferring control and responsibility of delivering basic services to the hands of Local Government Units (LGUs). It is aimed to enhance provision of services in the grass roots level as well as improve the efficiency in resource allocation.

SECTION 4. DUTIES, FUNCTIONS AND RESPONSIBILITIES OF CHILD DEVELOPMENT WORKERS

- a. Supervise and monitor the safety of children;
- b. Help children keep good hygiene;
- c. Organize activities or implement a curriculum that allows children to learn about the world and explore their interests;
- d. Provide care for children such as setting of schedule and routines, grooming, feeding, cleaning rooms and toys;
- e. Develop and encourage age-appropriate learning and socialization to ensure children learn basic skills and concepts such as communication, manners, sharing, etc.

JOSEF F. CAGAS, RN, JD
City Mayor

ATTY. JOHARI G. BAÑA
City Vice Mayor/Presiding Officer

EVELYN N. BACONGCO, MPA
Secretary to the Sanggunian

SECTIONS 5. ACCREDITATION OF CHILD DEVELOPMENT CENTER AND CHILD DEVELOPMENT WORKER

The Department of Social Welfare and Development (DSWD) recognizes the significant role of Day Care Services in the development of children's well-being. It set standards for Day Care Centers (DCCs), other ECCD Centers and Service Providers.

Administrative Order No. 15 S. 2011 of the DSWD provides guidelines which cover and apply to all Child Development Centers and Child Development Workers. The City/Municipal/Social Welfare Development Office and Field Offices will follow the entire accreditation process provided in the accreditation tool.

The Certificate of Accreditation of the Child Development Centers issued by the Field Offices shall have a validity period of minimum of three (3) years and a maximum of five (5) years. There will be a ladderized system for accreditation wherein indicators of compliance shall be categorized as follows:


- a. Three (3) star rating is equivalent to a satisfactory rating which means that the center has met the basic standards set and will be awarded a three (3) year accreditation.
- b. Four (4) star rating is equivalent to a highly satisfactory rating which means the basic standards and is practicing optional services that increases the quality of service implementation to a higher level. Four (4) star rating to the center will be awarded a four (4) year accreditation.
- c. Five (5) star rating is equivalent to outstanding rating. This means that the center is following the highest of standards and will be awarded a five (5) year accreditation.

The Certificate of Accreditation of Child Development Workers issued by the Field Offices shall also have a minimum validity period of three (3) years and a maximum of five (5) years.

There will be a ladderized system for accreditation wherein indicators of compliance shall be categorized as follows:

- a. Capable and knowledgeable rating would be given to the CDW who has met the basic standards set and will be awarded a three (3) year accreditation.
- b. Highly competent rating would be given to CDW who has met the basic standards and is practicing optional services that increases the quality of service implementation to a higher level. A four (4) star rating to the CDW will be awarded a four-year accreditation.
- c. Expert rating would be given to the CDW who is following the highest of standards and that the Child Development Worker will be awarded a five-year accreditation.


JOSE P. CAGAS, RN, JD
City Mayor


ATTY. JO MARIE G. BAÑA
City Vice Mayor/Presiding Officer


EVELYN N. BACONGCO, MPA
Secretary to the Sanggunian

SECTION 6. STANDARDS

There are five (5) areas wherein the standards would focus on as follows:

a. Advancement of Children’s Growth and Development

The advancement of children’s growth and development is the primary objective of day care service and child development workers. This is achieved through the following:

1. Assessment of children that provides the service providers with a thorough knowledge about each child in their care.
2. Integration of health, nutrition and other complementary services; and
3. Utilization of a developmentally appropriate curriculum for young children.

b. Partnership with Families, Communities and Local Government

Partnership with families, community and local government indicates that a high quality ECCD program is the result of the shared responsibility among parents and members of the families, service providers, community members, organizations and the local government unit.

c. Human Resource Development (HRD)

HRD refers to the recruitment and hiring, training and development, competencies and continuing education of the service providers, supervision and conditions of employment that are part of the management and administration of the ECCD program.

d. Program Management

This refers to planning and budgeting, implementation, supervision, monitoring and evaluation, management information system and financial management of the program that ensures the high standard of service delivery to the children.

All projects and activities must be responsive to the needs of the children. Appropriate resources are allocated and utilized efficiently to achieve the goal of improvement of program delivery so that the needs of children and families are met and that program staff are supported in their efforts.

e. Physical Environment and Safety

This refers to giving of importance to child-friendliness of the location, the indoor and outdoor environments of the center and the ensuing quality and safety measures that are critical in protecting and promoting children’s holistic development.

It shall conform to the basic safety standards and program requirements for the day to day activities of the children.

JOSEF A. CAGAS, RN, JD
City Mayor

ATTY. JOHAR P. G. BANA
City Vice Mayor/Presiding Officer

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Secretary to the Sanggunian

SECTION 7. BENEFITS AND PRIVILEGES OF CHILD DEVELOPMENT WORKERS (CDWs)

Pursuant to Republic Act 7160 or the Local Government Code, the Local Government Unit is mandated to deliver basic social services to its constituents which include but not limited to Day Care Service Program. Unfortunately, the Child Development Workers being the service providers of the program have not been given benefits and privileges by the City in time of illness, separation from service due to retirement and other similar situation because of basic policy that would support their plight. These Child Development Workers devoted their time, talent and skills in molding the foundational years of our children and have always played a vital role in the development and shaping of our pre-schoolers.

a. Compensation, Remuneration and Benefits

1. Monthly Honorarium. A Child Development Worker of Digos City is entitled to receive his/her monthly honorarium the amount prescribed in the contract of service. However, it must not be lower than Six Thousand Pesos (₱ 6,000.00) per month in addition to the Barangay Share, Pag-ibig and PhilHealth.
2. There is a reward system mechanism to encourage innovation and excellent performance where the length of service will be the baseline to the incentives.

Length of Service	Amount
One (1) to Five (5) Years	One Thousand Pesos (₱1000.00)
Six (6) to Ten (10) Years	Two Thousand Pesos (₱2,000.00)
Eleven (11) to Fifteen (15) Years	Three Thousand Pesos (₱3,000.00)
Sixteen (16) to Twenty (20) Years	Four Thousand Pesos (₱4,000.00)
Twenty One (21) to Twenty (25) Years	Five Thousand Pesos (₱5,000.00)
Twenty-Six (26) and above	Eight Thousand Pesos (₱8,000.00)

3. A Child Development Worker shall receive a year-end incentive equivalent to one (1) month honorarium.
4. Recognition of Retired Child Development Workers/Teachers of Davao del Sur

Based on the amended guidelines issued by the Provincial ECCD Focal Person and noted by the Provincial Social Welfare and Development Officer.

4.1 The City Social Welfare and Development Office must submit the list of Child Development Worker/Teacher retirees to the Provincial Social Welfare and Development Office with their age

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and number of years in service and signed by their Federation President, City Day Care Service Focal Person and City Social Welfare and Development Officer.

4.2 The Cash Incentives and Plaque/Certificate of Recognition will be given during the Recognition Day. The cash incentive to be given will depend upon the number of years in service the Child Development Worker/Teacher has rendered. The counting of cumulative service must begin on the years he/she has worked as a Child Development Worker/Teacher in the province of Davao del Sur and not on other provinces.

- i. An amount of Ten Thousand Pesos (₱10,000.00) will be given if he/she has served below ten (10) years.
- ii. An amount of Twenty Thousand Pesos (₱20,000.00) will be given if he/she has served ten years and above.
- iii. An amount of Twenty-Five Thousand Pesos (₱25,000.00) will be given if he/she has served twenty (20) years and above but below thirty (30) years

5. A Child Development Worker/Teacher shall serve up to age sixty-five (65) years old but if found by the CSWDO not anymore capable to teach, automatically he/she is advised to resign from her/his work as Child Development Worker Teacher. This is pursuant to Article III of the Constitution and By Laws of the Day Care Workers Association of Davao del Sur (FEDAWDAS).

6. A Child Development Worker/Teacher must be an active and good member of the Federation of Day Care Workers Association of Davao del Sur (FEDAWDAS) and he/she must be a resident of Davao del Sur.

SECTION 8. ESTABLISHMENT OF THE DIGOS CITY EARLY CHILDHOOD CARE AND DEVELOPMENT (ECCD) COUNCIL

The Digos City Early Childhood Care and Development (ECCD) Council shall be established:

8.1 The ECCD Council shall be composed of the following:

1. City Mayor- as Chairperson
2. City Social Welfare, Gender and Development Officer as Vice-Chairperson
3. Members:
 - a.) SK Federation President
 - b.) City Treasurer
 - c.) City Schools Division Superintendent of DepEd
 - d.) Child Development Worker Focal Person
 - e.) Sangguniang Panlungsod Chairperson of the Committee on Human Rights, Social Welfare, Gender and Development

JOSEF C. CAGAS, RN, JD
City Mayor

ATTY. JOHANN G. BAÑA
City Vice Mayor/Presiding Officer

EVELYN N. BACONGCO, MPA
Secretary to the Sanggunian

- f.) City Health Officer
- g.) City Local Government Officer of the DILG
- h.) Two (2) NGO representatives who are ECCD practitioners and experts
- i.) City Budget Officer
- j.) City Nutrition Officer
- k.) President of the Association of Barangay Councils
- l.) President of the Parent-Teachers Federation
- m.) City Planning and Development Officer

8.2 Functions of ECCD Council

- a. Promulgate policies and implement guidelines for ECCD programs in consultation with stakeholders.
- b. Establish ECCD program standards that reflect developmentally appropriate practices for ECCD programs, which shall interface with the kindergarten curriculum of the DepEd.
- c. Develop a system of awards and recognition to deserving ECCD program implementers and service providers.
- d. Evaluate and assess the impact and outcome of various ECCD programs through an effective information system.
- e. Develop various support mechanisms that maximize public and private resources for implementing ECCD programs giving priority to the needy and high risk children from poor communities;
- f. Perform such other functions as the ECCD Council may deem necessary.

SECTION 9. APPROPRIATION

The City Government of Digos City shall appropriate funds from its Annual or Supplementary Budget as provided for in Section 7 of Republic Act No. 10410. It shall include allocations from their Special Education Fund (SEF), Gender and Development (GAD) Fund in addition to other local funds. The City Government through the City Social Welfare and Development Office may also generate funds from inter-governmental donors and government financial institutions to support the public programs including the urban poor.

SECTION 10. REPEALING CLAUSE

All Ordinances, rules and regulations or parts thereof whose provisions are in conflict with or contrary to the provisions of this ordinance are hereby repealed, amended and modified accordingly.

SECTION 11. SEPARABILITY CLAUSE

Should any provision herein be declared unconstitutional or invalid by competent court, the same shall not affect the validity of the other provisions of this ordinance.

JOSEF F. CAGAS, RM, JD
City Mayor

ATTY. JONIARE G. BAÑA
City Vice Mayor/Presiding Officer


EVELYN N. BACONGCO, MPA
Secretary to the Sanggunian

SECTION 12. EFFECTIVITY

This Ordinance shall take effect after the required posting in three (3) conspicuous places in Digos City pursuant to RA No. 7160.

CARRIED UNANIMOUSLY.

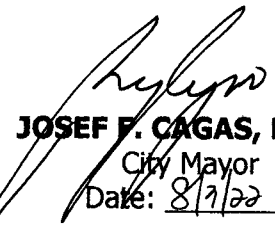
Certified true and correct:


EVELYN N. BACONGCO, MPA
Secretary to the Sanggunian

Attested:


ATTY. JOHARI G. BAÑA
City Vice Mayor
Presiding Officer

Approved:


JOSEF F. CAGAS, RN, JD
City Mayor
Date: 8/7/22 ↑

ENB/erb/ava