



### **POLICY ON THE BRIGADA ESKWELA**

Since its inception, the Brigada Eskwela (BE) Program has been key in making our schools safe, ready, and conducive to learning for our school children in time for the incoming school year. Even without the necessary funding, the yearly implementation of the BE has been a success mainly through the spirit of "bayanhan" showcased by school personnel, parents, the community and all stakeholders. With this success, the Department institutionalized the program through DepEd Order No. 24, s. 2008 entitled "Institutionalization of the Brigada Eskwela Program or the National Schools Maintenance Week".

Even with the success and all the advantages that the BE program brings, some school personnel still fail to appreciate the same and adamantly refuse to participate in the activities lined up for the BE. Hence, this policy statement.

### **IT SHALL BE THE POLICY OF THIS DIVISION THAT ATTENDANCE OF ALL SCHOOL PERSONNEL TO THE BRIGADA ESKWELA IS COMPULSORY.**

With the BE now being institutionalized, thereby making it a part of the school calendar and a regular program of the department, it is the duty of all school personnel to actively participate in the program as in all other regular programs of the department. We, as part of the DepEd family have sworn to comply with all the activities, programs, rules and regulations of the department.

With the objective of preparing the schools ready for the ensuing school year, the BE was strategically scheduled two weeks prior to the opening of classes. There are some claims that teachers are not required to take part in the program since they are on proportional vacation leave pay (PVPL) by that time. The PVPL is to be enjoyed by school teachers during the Christmas break and the summer break. By the time that the schedule for the BE arrives, said leave would have been exhausted. Assuming that the same leave is not yet exhausted, school personnel are still required to participate in the BE program. Even when teachers are on PVPL, they can still be called to attend trainings, seminars and other activities. On the same vein, teachers can likewise be required to participate in the activities for the BE program. The BE now being a regular program of DepEd, all personnel including school teachers can be compelled to observe and comply with said program. Further, the PVLP is but a privilege being enjoyed by teachers and as such can be withdrawn or cut short in the exigency of the service. On these premises, the claim that teachers are not required to participate in the BE, is misplaced and without any basis.

It is also professionally and morally wrong that we advertise and solicit the help of stakeholders while we hide in the comforts of our homes and let these stakeholders do the work. The success of BE lies in the collective effort of all concerned, the school, parents, students, and the community. The school cannot, on its own, successfully implement the BE program. Thus, we solicit the help of the other stakeholders. Following the truism to "walk the talk", school personnel should take the lead in the implementation of the BE and not to sit back and let other people clean and prepare our schools. It is our



school and our school children, the reason of our being, who will ultimately benefit from the program. The school is our office, our home, and the home of our school children. If we, DepEd personnel will not prepare the same, who will? While it is true that the BE is a multi-sectoral undertaking, we as the program implementer must be at the forefront in its implementation.

In the planning for the yearly BE, school heads are directed to make sure that all school personnel are members in any of the different committees for the implementation of the BE. School heads are further directed to submit to the Division Office the names of school personnel who refuse to fulfill his/her duties in the BE whether as a member in a committee or in any of the activities lined up for the BE.

With the foregoing considered, teachers who still refuse to participate in the BE do so under pain of incurring administrative liability.

**ATTENDANCE TO THE BE PROGRAM SHALL ENTITLE SCHOOL PERSONNEL TO SERVICE CREDITS.**

Teachers with a perfect attendance to the week-long activity shall be granted a 3-day service credit. However, this office is cognizant of the fact that there are school personnel who are willing to complete the attendance but are constrained by some unavoidable circumstances. Thus, a pro-rated service credit shall be allowed. The following shall be considered valid grounds to allow a pro-rated service credit:

1. Attendance to DepEd mandated or recognized seminars, trainings, or other activities;
2. Health concerns – check-up, operation, etc.;
3. Such other grounds as the head of agency may deem proper.

For an incomplete attendance due to the abovementioned reasons, pro-rating of the service credit shall be as follows:

Number of days present	Service credit
4-5	2
2-3	1

For strict compliance,

**SALLY B. UKLALIM, CESO V**  
Schools Division Superintendent