



"Bayani ka, Gurong Pilipino. Ang PPSTA, kumakalinga sa iyo."

2024 ANNUAL REPORT



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VISION

PPSTA shall always be the foremost teachers' association and financial security provider preferred by public school teachers because it embodies their personal and professional aspirations; helps them to realize those aspirations; and champions the values that teachers impart and stand for.

MISSION

As the foremost teacher association and financial security provider preferred by public school teachers, PPSTA aims to actualize its motto “Teacher you’re a hero, PPSTA cares for you” by:

- Providing career and professional advancement opportunities through scholarship and other competency-building program;**
- Providing optimum insurance, retirement, loans, and other financial services benefits to uplift members standard of living; and**
- Providing excellent customer service through competent, well-motivated service personnel and properly equipped and empowered organization.**

Core Values

P



PRUDENCE

The virtue that disposes practical reason to discern our true good in every circumstance and to choose the right means of achieving it, because it is just, fair and proper.



P



PRO-ACTIVE

The joyful willingness to take initiatives in the service of the organization and its customers.



S



SERVICE EXCELLENCE

The quality of having a true servant's heart, going the extra mile and performing with consistent energy and quality at all times.



T



TRUSTWORTHY

The principle of honesty, transparency and integrity in our actions born out of our moral vision of goodwill among men.



A



ACCOUNTABILITY

The moral fortitude of doing our tasks conscientiously and highest excel and then the willingness to take responsibility for the outcome of our work and our actions.



Message from the President

The year 2024 stands as another significant chapter in the continuing journey of the Philippine Public School Teachers Association (PPSTA). Guided by our commitment to serve Filipino educators, we remained steadfast in providing programs and services that promote the welfare, financial security, and professional growth of our members nationwide.

Throughout the year, PPSTA continued to strengthen its position as a trusted partner of public school teachers. Through our various financial assistance programs, insurance and benefit services, educational support initiatives, and social development projects, we have touched the lives of thousands of educators and their families. These efforts reflect our unwavering belief that teachers deserve meaningful support as they fulfill their vital role in shaping the future of our nation.

I am pleased to share that PPSTA sustained its organizational growth and financial stability in 2024. The Association remained financially sound, enabling us to expand our services, enhance operational efficiency, and further strengthen our capacity to respond to the evolving needs of our members. These achievements are a testament to the prudent stewardship of our resources and the collective dedication of our Board of Trustees, Management Committee, employees, and regional leaders.

As we navigated an increasingly dynamic educational environment, we also embraced innovation and continuous improvement. We strengthened our governance practices, enhanced member engagement, and pursued initiatives that ensure the long-term sustainability of the Association. These efforts reaffirm our commitment to transparency, accountability, and excellence in service.

The successes we celebrate today would not have been possible without the trust and support of our teacher-members, partners, and stakeholders. Your confidence inspires us to work harder and strive for greater accomplishments in the years ahead.

As we look toward the future, PPSTA remains committed to empowering educators, promoting their well-being, and championing programs that create lasting value for our members. Together, we will continue to build a stronger, more responsive, and more resilient organization dedicated to serving the teaching profession.

On behalf of the Board of Trustees, I extend my heartfelt gratitude to everyone who contributed to the achievements of 2024. May we continue to work together in advancing the welfare of Filipino teachers and strengthening the noble profession that shapes our nation.

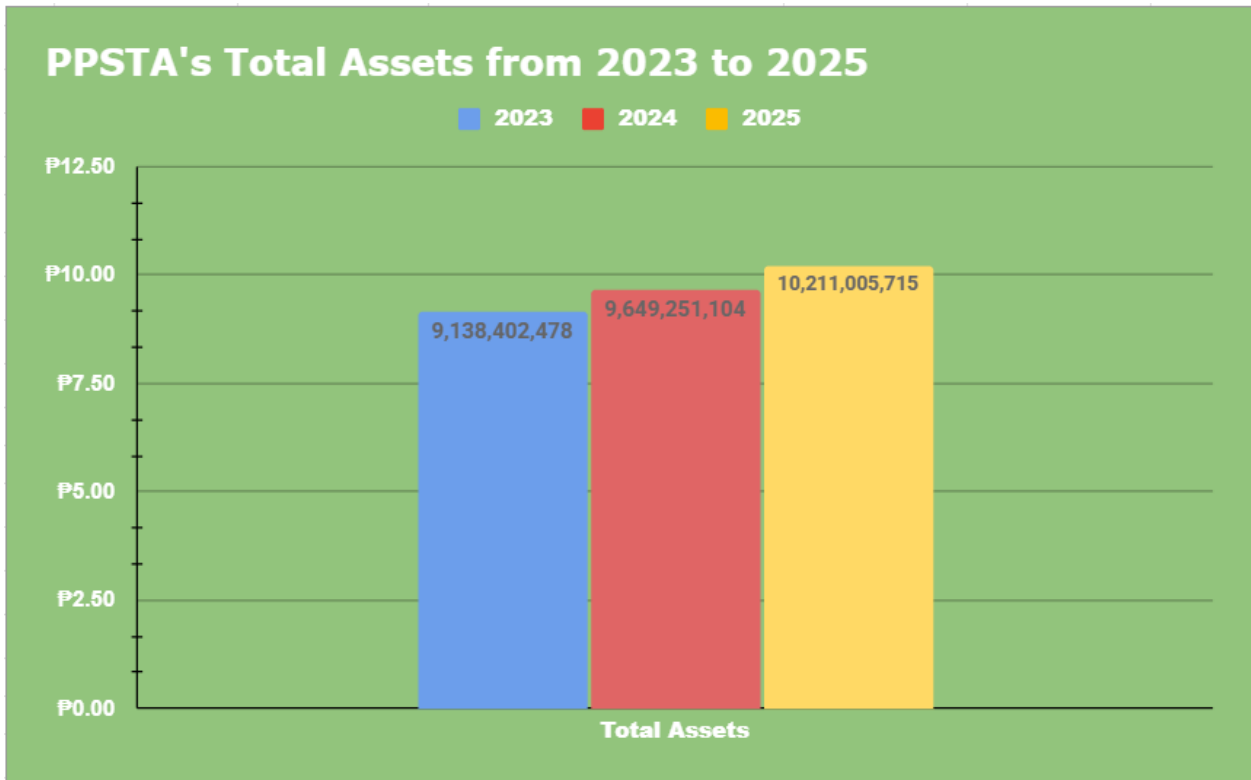
Mabuhay ang PPSTA. Mabuhay ang mga Gurong Pilipino.



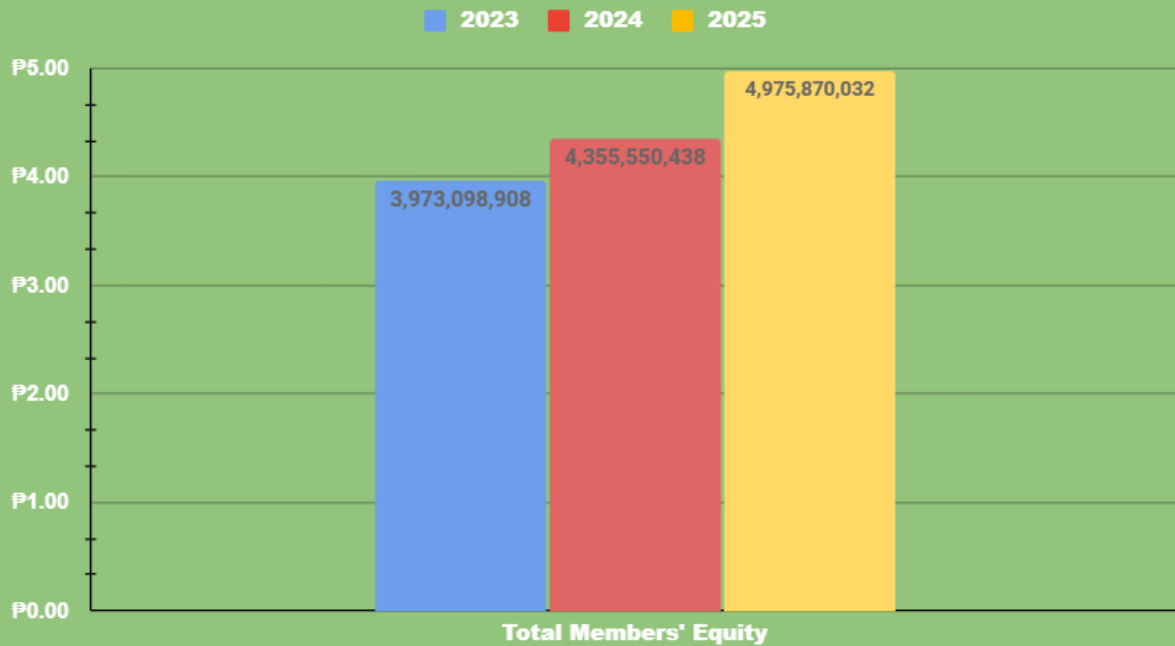

GILBERT T. SADSAD
President

Philippine Public School Teachers Association, Inc. (PPSTA)

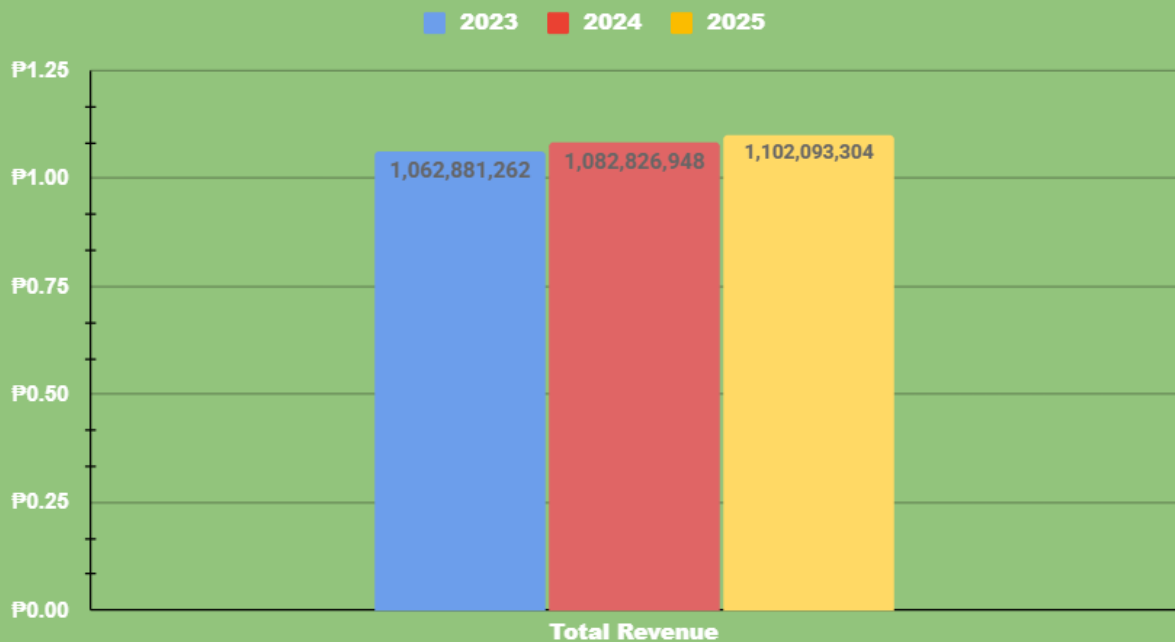
Financial Highlights



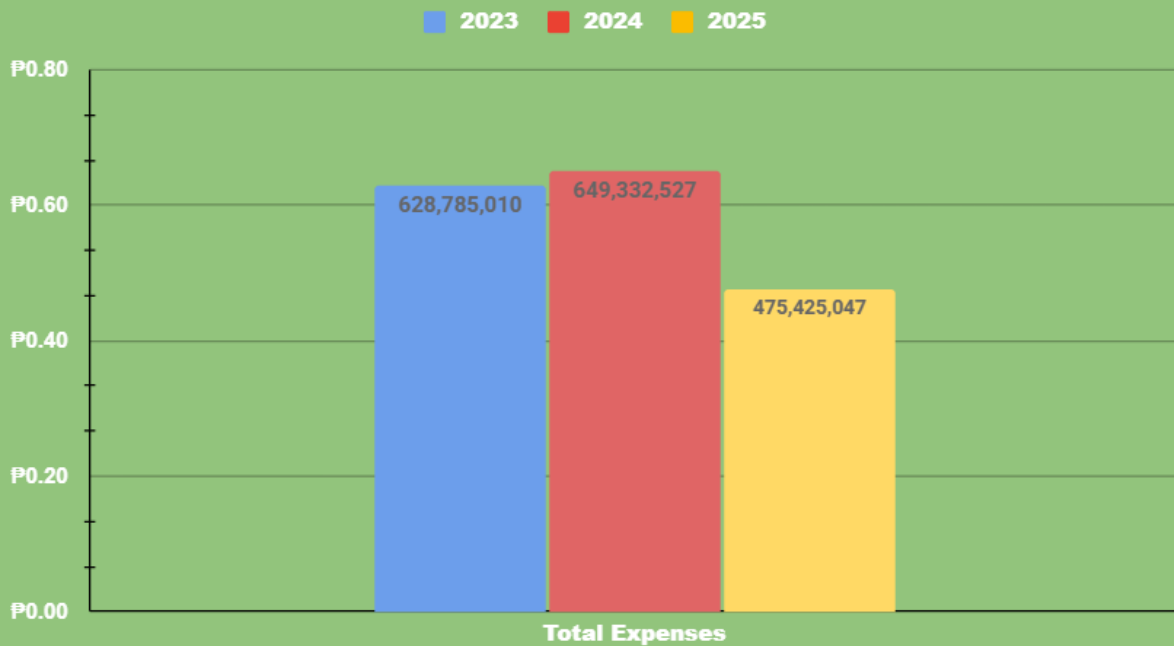
PPSTA's Total Members' Equity from 2023 to 2025



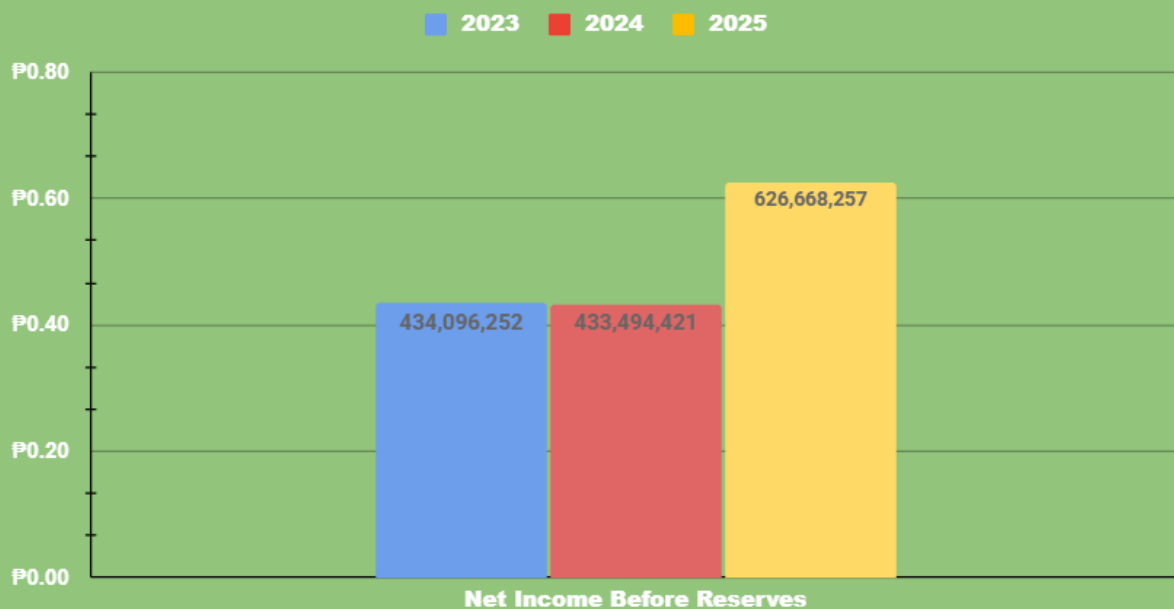
PPSTA's Total Revenue from 2023 to 2025



PPSTA's Total Expenses from 2023 to 2025



PPSTA's Total Net Income Before Reserves from 2023 to 2025





Philippine Public School Teachers Association, Inc.

Bldg. 2, #245 Banawe St.,
Brgy. Lourdes, Quezon City,
Philippines, 1114
Tel. No. (02) 8988 - 1400

PPSTA IN BRIEF

PPSTA is a private non-stock, non-profit organization duly registered with the Securities and Exchange Committee (SEC) and operating as a mutual benefit association regulated by the Insurance Commission (IC). We are the biggest and foremost professional association of public school teachers in the country with a stronghold of more than 150,000 teacher-members all over the archipelago. Our members include administrators, supervisors, classroom teachers as well as non teaching support personnel of DepEd and state colleges and universities. Through the years, we have grown to be a unifying force for government teachers striving to reach the ideals of education and their profession. Be it through our finance-related service arms like the Mutual Aid System, the Mutual Retirement Benefit System, and the Professional Development Financial Assistance Program or through our being a steadfast supporter of advocacies for the cause of education in the Philippines, With a total asset as of 12/2025 of P 10.211 B, PPSTA has established fully operational offices in the regions and strategic provinces bringing the Association and its services to the grassroots.

League of Philippine Public School Teachers' Association



Ricardo Castro

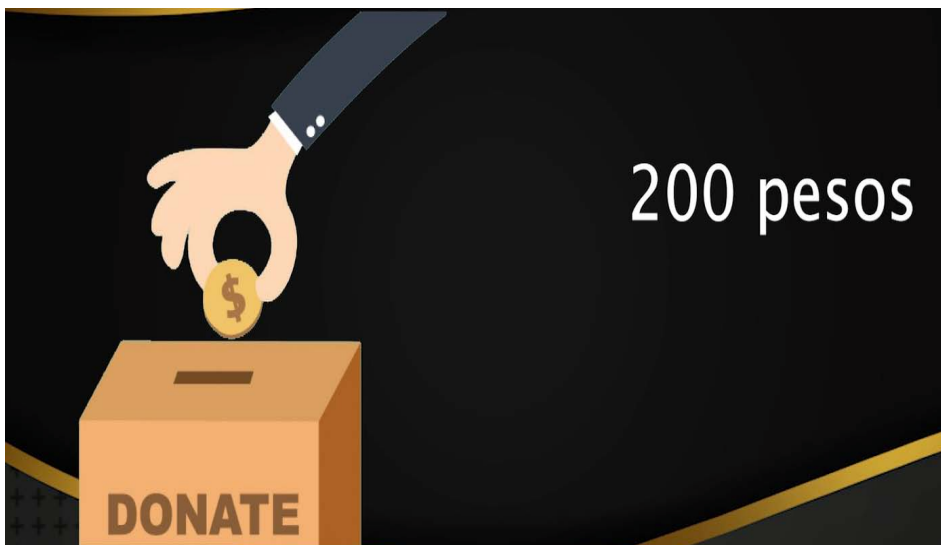
From the humble beginnings in the 1930s led by the dynamic and youthful founder Ricardo Castro, it has blossomed to be an unwavering ally for the Filipino educator. PPSTA continues to loyally fulfil its prime role of being the mother organization of public school teachers in the Philippines.

Executive Summary

Spanning 78 years of service, this session details the foundation, development, and existing initiatives of the Philippine Public School Teachers Association, Inc. (PPSTA). It highlights the organization's commitment to its members through comprehensive benefit systems, provincial engagement, active advocacy, and various community-based support programs.



Under the leadership of Ricardo Castro, the League of Philippine Public School Teachers Association (LPPSTA) took small initiatives that led to the formal founding of Philippine Public School Teachers Association (PPSTA) on **APRIL 19, 1947**, after World War II.



In **1948** the abuluyan system was started, providing a benefit worth 200 pesos for the families of deceased members.

Additionally, the PPSTA moved its former office on Rizal Avenue to No. 23 Banaue Street, Quezon City in **1956**.

The Official Address:

Location Address : **PPSTA Building 2, #245 Banawe St.,
Brgy. Lourdes, Quezon Ave., Quezon City,
NCR, Philippines, 1114**

Landmark : **in front of Chinese Arc**

Email Address : www.ppsta.net
: support@ppsta.net

Tell No. : **(02) 8988 - 1400**

Cell Phone : **0917-571-5263** (Globe)

PPSTA Building 2





Between **1957 - 1966**, with support from the **Asia Foundation** the association launched a program to restore libraries damaged by the war. Two years later the **Community Leadership Education Center** was established in the PPSTA building. During this time the association also improved its **MUTUAL AID SYSTEM (MAS)**, enhancing the benefits for the families of deceased members — including providing **Libreng Accident Insurance**.



In **1972** the association established a retirement program through a **MUTUAL RETIREMENT BENEFIT SYSTEM (MRBS)**. The association was also appointed a seat on the **GSIS** board of trustees as formal recognition. Responding to members' wishes to streamline and strengthen the MAS program and retirement benefit system (MRBS), new schemes were developed — including a **MUTUAL AID SYSTEM 65 (MAS65)** and a **MUTUAL RETIREMENT BENEFIT SYSTEM PLUS (MRBS+)** introduced in **2007** to replace earlier MAS and MRBS programs. The association also expanded its services by opening provincial offices so it could more effectively serve and be closer to its members.



In **2015** the association held its **41st National Representatives Assembly and Elections** at the Great Eastern Hotel in Quezon City. Since that event, **PPSTA** has continued to support teachers' livelihoods through various programs and initiatives.



Pagrepresenta sa Kongreso hinggil sa pagpapatupad ng Magna Carta for Public School Teachers na syang pinamunuan ni Senator Sherwin Gatchalian



Ang paglunsad ng PPSTA Kaisa sa Brigada Eskwela na siyang nagbigay tulong sa mga tinaguriang Distressed, Depressed, and Underserved schools ng DepEd kung saan tinatayang 218 na paaralan ang nakatanggap;



Pagpapalakas ng ugnayan sa mga bansang kabilang sa Education Internationale at ACT+1 kung saan noong 2018 ay muling nagging punong abala ang PPSTA sa isa pang ACT+1 Convention na dinaluhan ni DepEd Secretary Leonor Magtolis Briones at iba pang opisyal ng DepEd;



The benefits that we offer to our members



MUTUAL BENEFIT ASSOCIATION

P | P | S | T | A

 FINANCIAL SECURITY Providing protection and peace of mind for you and your loved ones.	 MUTUAL SUPPORT A community that stands together in times of need.	 LONG-TERM GROWTH Building a stronger future through sustainable benefits.	 HEALTH & WELLNESS ASSISTANCE Access to programs that promote a healthier life.	 EDUCATIONAL OPPORTUNITIES Supporting learning and development for a brighter future.	 MEMBER PRIVILEGES Enjoy exclusive discounts and special offers.
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77 years of caring for the professional development and financial security of the Philippine Public School Teachers.



MUTUAL BENEFIT PROGRAMS

New Mutual Aid System (NMA\$)

The NMA\$ is PPSTA's basic life insurance program which provides life insurance protection or death benefit of P 120,000.00 at a very affordable monthly premium of P 100.00. The life insurance protection is doubled in case of accidental death.

P120.00 monthly contribution
P120,000.00 Life insurance coverage
P240,000.00 Double life insurance benefit
Pay up to 65years only!

NMA\$
NEW MUTUAL AID SYSTEM

The **BEST**
Life Insurance
for you, **Teacher!**

NMA\$
New Mutual Aid System

- ✓ P120.00/month
- ✓ P120,000.00 worth of Life Insurance
- ✓ Payable until **65 years old only**

Secured na ang future mo!

Mutual Retirement Benefit System Plus (MRBS+)

Launched in 2007, MRBS+ offers retirement benefits of either P 50,000.00 for Plan 50, P 75,000.00 for Plan 75 or P 100,000.00 for Plan 100. Premium is payable in 20 years or up to age 65, whichever comes first. The program likewise grants hospitalization daily income benefit corresponding to the plan package availed by the member, either P 500.00 (Plan 50), P 750.00 (Plan 75) or P 1,000.00 (Plan 100), per day of confinement for a maximum period of 30 days per year. MRBS+ also provides life insurance protection, with accidental death benefit rider, depending on a member's chosen plan.

- Retirement Benefit of P50,000, P75,000 & P100,000 in 20 years or up to age 65 whichever comes first;
- Life insurance protection of P50,000, P75,000 & P100,000 in 20 years or up to age 65 whichever comes first;
- Double life insurance benefit in case of accidental death;

Plus

- Hospitalization daily income benefit of P500, P750 & P1,000 per day for a maximum period of 30 days per year.

MRBS⁺Plus

Mutual Retirement Benefit System Plus



MRBS⁺Plus

Mutual Retirement Benefit System Plus

Age Group	Below 34	34 – 39	40 – 44	45 – 49	50 – 54
Plan 50	180.00	190.00	206.00	272.00	418.00
Retirement / Death Benefit	5 0 , 0 0 0 . 0 0				
Hospitalization daily Income	5 0 0 . 0 0 / d a y				
Accidental Death Benefit	1 0 0 , 0 0 0 . 0 0				
Plan 75	270.00	285.00	309.00	408.00	627.00
Retirement / Death Benefit	7 5 , 0 0 0 . 0 0				
Hospitalization daily Income	7 5 0 . 0 0 / d a y				
Accidental Death Benefit	1 5 0 , 0 0 0 . 0 0				
Plan 100	360.00	380.00	412.00	544.00	836.00
Retirement / Death Benefit	1 0 0 , 0 0 0 . 0 0				
Hospitalization daily Income	1 , 0 0 0 . 0 0 / d a y				
Accidental Death Benefit	2 0 0 , 0 0 0 . 0 0				

Guro Lingap Pamilya Program (GLPP)

Peace of mind just got a little more peaceful. The GLPP is PPSTA's budget-friendly microinsurance program which provides insurance coverage on the lives of the dependents of PPSTA members, aged two (2) weeks old but not more than sixty (60) years old, at a very low premium rate of P 300.00 per year, per plan.



- Life insurance protection for
- the beneficiaries of the member (spouse, children and/or parents)
- Premium is only P300 per year.
- Double life insurance in case of accidental death.
- Also provides total and permanent disability (TPD) benefit.
- Available for beneficiaries at least two (2) weeks old but not more than sixty (60).
- Coverage under GLPP is renewable until age sixty-five (65).
- P300.00/yr only!
- Life insurance for your beneficiaries
- Double life insurance in case of accidental death.
- Provides total and permanent disability (TPD) benefit.
- Beneficiaries at least two (2) wks old but not more than sixty (60).
- Renewable until age sixty-five (65).

FINANCIAL SERVICE PROGRAMS

Sariling Sikap Loan (SSL)

PPSTA effectively provides assistance to teacher-members faced with financial predicament through its Sariling Sikap Loan Program which is granted to qualified members without collateral and at low nominal interest rates of only 3.56% for 1 year term and 4.62% for a 5-year term. The maximum loanable amount under the program is P 500,000.00 payable for a maximum loan term of 5 years.

- Grants loan up to P500,000.00
- Fast*low interest* NO collateral
- Loan proceeds released thru BDO

Sariling Sikap Loan





Edukasyon Tungo sa Kinabukasan Loan Program (Edukloan)

Earmarked for the educational needs of the members themselves or their dependents, PPSTA grants Edukloan of up to as much as P 50,000.00 subject to a very minimal interest rate of 6% per annum.



Certificate/ Equity Loan

Existing members of Mutual Aid System 65 (MAS65), MRBS+ and NMRBS, who are in financial constraints but whose net pays are low enough to prohibit them from obtaining a regular loan, may instead file a certificate or equity loan. Proceeds are based on the members' equities under their plans. Loans granted under this program which are paid in full within one (1) year are free from interest charges. It must be noted however that members of MAS65 and MRBS+ start to have equities in the third year of active membership.



Calamity Loan Program

Calamity Loan is in place too for the purpose of helping members to rise from the rubbles brought about by calamities. Through this, members from calamity areas, as declared by the government, may be granted a P 30,000.00 loan with an interest rate of 5% per annum payable in two (2) years.

ADVOCACY PROGRAMS



PPSTA Kaisa sa Brigada Eskwela

Officially launched during the 70th Anniversary Celebration of PPSTA, the “PPSTA Kaisa sa Brigada Eskwela” complements the laudable and brilliant program of the Department, the “Brigada Eskwela”, and is geared towards extending assistance, financial or otherwise, to deprived, depressed and underserved schools in all divisions throughout the country on a yearly basis. For 2017 alone, PPSTA awarded a total of P 2,180,000.00 under the program which was released to the representatives of the different regional units of DepEd during the event proper of the 70th Anniversary.



Professional Development Financial Assistance Program

Many teacher-members aspire for higher education for several reasons. Unfortunately, there are hindrances to this aspiration. Foremost of which is financial predicament. In light of this, PPSTA brought to life the Professional Development Financial Assistance Program aimed at providing career and professional advancement. PPSTA members who are not more than 60 years old may avail the

same and be granted P 15,000.00 subject of course to certain requirements.



Calamity Assistance Program

The program is intended to provide immediate assistance to members affected by calamities or natural disasters like earthquakes, volcanic eruptions, and typhoons that leave extensive areas flooded. It likewise aims to respond to disaster-stricken members, not only by providing them basic necessities (e.g. rice, water, ready to cook meals, medicine, clothing, blankets and the

likes) but more importantly, short term measures to support their rehabilitation and recovery. The immediate assistance is done with the help of our local chapter officers and in coordination with the local government to identify calamity stricken communities.



Grant of Financial Assistance to PPSTA members serving as Board of Election Inspectors (BEIs)

Election is the bedrock of a democratic and republican state like the Philippines. It is a formal decision-making process by which a population chooses their political leaders. Inspite the automation of the election process in the country, a bulk of the responsibility in the conduct of election still remains with the Board of Election

Inspectors (BEIs) which is primarily composed of public school teachers. Sadly, owing to our feudal political culture and as experience has shown, violence always mars election exercises. And every time, BEIs among teachers end up as victims. In view of this, PPSTA grants financial assistance in the amount of P 25,000.00 to the families of PPSTA members whose death is directly attributable to election related health hazard, violence or offense while serving as BEIs or even as election supervising officials. Such assistance is granted on top of the death benefit of the members from their basic life insurance plan from the Association.



Guro Lingap Pamilya Program (GLPP)

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The PPSTA Dormitory

A home away from home, the PPSTA Dormitory is an affordable and comfortable place to stay while in the metro. It is a very convenient and accessible haven for teachers especially the members as it is merely located across PPSTA's main building.

INTERNATIONAL AFFILIATIONS

ASEAN Council of Teachers (ACT)

Organized in 1978, ACT is composed of teachers' organizations from Southeast Asia. In 2012 however, the Korean Federation of Teachers' Associations (KFTA) was admitted as a regular member. ACT's objectives are as follows: 1.) To collaborate in the work of advancing mutual knowledge and understanding related to ASEAN philosophy and activities as well as to the ASEAN people's spirit and culture; 2.) To promote and collaborate within the ASEAN countries joint projects and programs of mutual benefit concerning teachers, education, science and culture; and 3.) To assist members in the development of educational activities which focus on promoting the aims and ideals of ASEAN. Member-countries take turn in hosting the annual conventions of the organization and PPSTA is proud to say that it made yet another history when it hosted one of the biggest, if not the biggest, ACT Conventions in December of 2010 in Subic, Zambales which was attended by more than 2,000 educators from Southeast Asia. Since then, PPSTA regularly sends delegates to the conventions held in other countries. The ACT Convention for 2024 will be held in Bangkok, Thailand this coming September.

GLOBAL AFFILIATION



**ASEAN COUNCIL
OF TEACHER+1**

PHILIPPINES
VIETNAM
SINGAPORE
BRUNIE
INDONESIA
THAILAND
LAOS
CAMBODIA
MALAYSIA
KOREA



Education International (EI)

EI represents organizations of teachers and education employees across the globe. It is the world's largest federation of unions, representing 30 M education employees in about 400 organizations in 170 countries and territories.

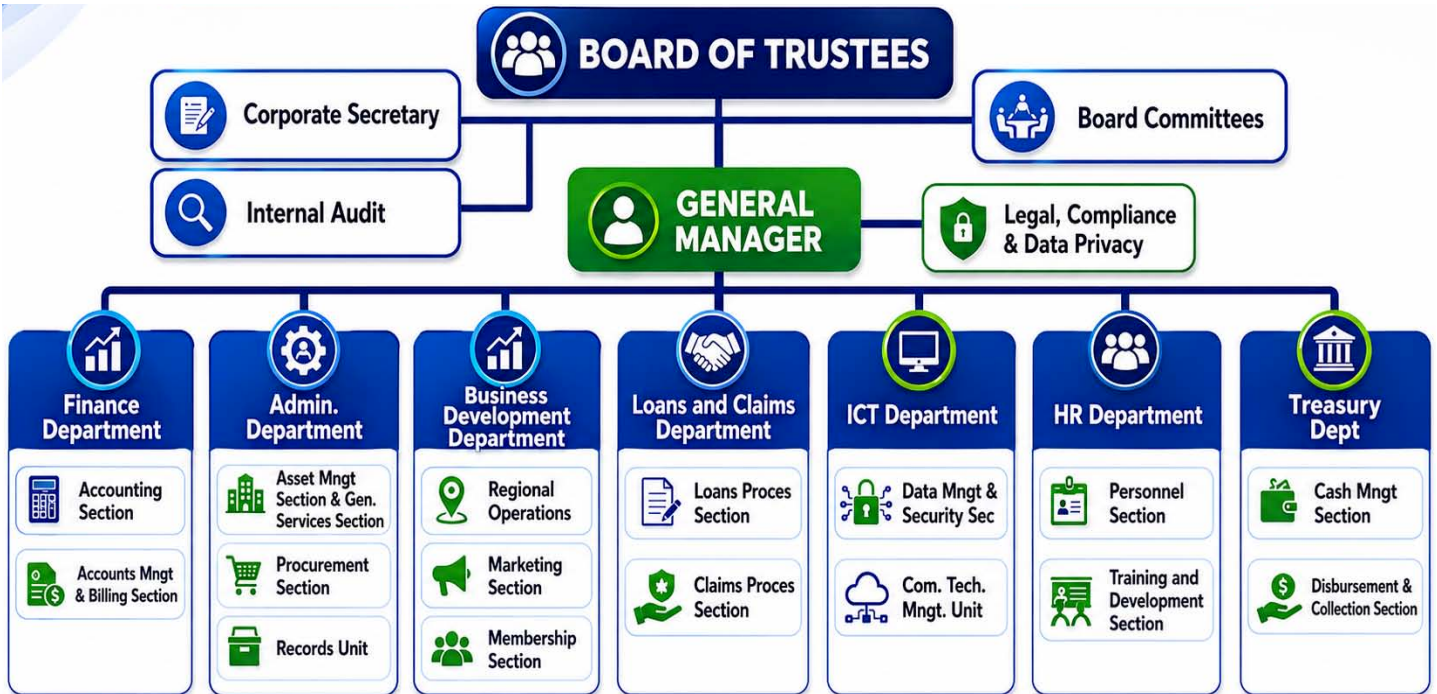
GLOBAL AFFILIATION



**WORLD TEACHERS DAY
OCTOBER 5
ILO-UNESCO
31 COUNTRIES
301 MILLION MEMBERS**



PPSTA ORGANIZATIONAL STRUCTURE



PPSTA President's Annual Report



45th NATIONAL REPRESENTATIVE ASSEMBLY THE PRESIDENT'S REPORT

Dr. Gilbert T. Sadsad

Ciudad Christia

San Mateo, Rizal

13 December 2024

“Bayani ka, gurong Pilipino. Ang PPSTA, kumakalinga sa iyo!” This corporate motto of ours has come a long way, echoed across the seventeen (17) regions of the country. But the question is, for the first two (2) years reckoned from our freedom from conservatorship, how did we, your present Board, fare?

Ladies and gentlemen, I am indeed extremely honored to greet you with a very good morning today on this momentous occasion, the 45th National Representative Assembly of our beloved Association, the foremost organization of professional public school teachers and public education personnel in the Philippines. Being your President for the last two (2) years has been a great privilege and yet a humbling experience.

You see, we are all educators and educator-leaders. As such, we all have that technical know-how in the delivery of quality education to our learners or for the administrators, in running schools or offices, but being at the helm of a corporation, is another story. It involves subjecting yourself to a continuous learning process on how to run the Association based on the tenets of good corporate governance. Hence, I thank, firstly, the Lord above for the wisdom and strength to carry this gargantuan of a responsibility, secondly, you our dear teacher-leaders and the general membership for the trust and confidence, thirdly, my colleagues in the Board of Trustees for all the support and the positive synergy as we take on our duties and responsibilities in the organization, and of course, last but definitely not the least, the PPSTA Management and the rest of the employees.

Our partnership and collaborations led to a commanding financial portfolio of P9.14 B in total assets, members' equity of P3.97 B and net income before legal reserves of P434 M. With these and all others, let us give ourselves our warmest applause.

It is our hope and prayer that with all of us working together and with God's grace, our PPSTA will continue to soar high and serve the very purpose of its existence as the foremost ally of public school educators.

My fellow teacher-leaders, allow me now to render the President's Report for 2024. Of course, some of which are continuing programs and activities which were started by our predecessors such as our continuous representation in both Houses of Congress during legislation of bills intended for education and educators and our strong participation in various committees of the Department of Education (DepEd). But for emphasis, I wish to elaborate on our remarkable initiatives:

1. Strengthened ties with international teachers' organizations particularly, the ASEAN Council of Teachers+1 (ACT+1) and Education International (EI)

Conventions initiated by these organizations are great avenues to further enhance and enrich the teaching skills and knowledge of the participants in the field of education as they get to expose themselves to various best practices in other countries.

Last July, I had the opportunity to represent PPSTA in the 10th World Congress of Education International in Buenos Aires, Argentina with the theme, "Growing our Unions, Elevating our Professions, Defending Democracy".

The World Congress is the highest decision-making body of EI. It brings together leaders of education organizations from around the world to collectively lead the global education movement.

As regards the ASEAN Council of Teachers + Korea or the ACT+1 which is the favorite of most of us, we wish to announce that PPSTA has accepted the hosting of the 2025 Convention of the council. Based on the leaders' meeting held last September 7 this year, it was initially agreed that the convention will be held at the Waterfront Hotel in Cebu on September 19-21, 2025. The next leaders' meeting where convention matters will be finalized shall be held in March next year. We shall issue a corresponding circular once the details are completely established.

With this, as early as now, we solicit your full support to the event, especially our chapters in Region 7 – Central Visayas in order to ensure the success of the convention.

2. Participation in Congressional Hearings of Bills for Teachers

We continue to secure representation in the hearings of both the Senate and the House of Representative relative to bills affecting teachers. Right now, we afford more focus and monitoring on the movement of the bill regarding career progression for public school teachers and school leaders as we have to admit that compared with other countries, we offer the best entry level salary grades but we lag in terms of progression.

Data shows that it takes fifteen (15) years on the average for a Teacher 1 to become Teacher 3. We are confident that once this bill is passed into law, we can address the long-standing challenges in teacher promotion and career development. Our National Trustee from Region 12, Trustee Eric Balancio, is PPSTA's official representative in all hearings on the bill.

3. Revival and Reinstitutionalization of the PPSTA Search

The PPSTA Search was on a hiatus since 2013. And we are extremely grateful that we were able to successfully revive and reinstitutionalize it this year. Last night was a testament of our deep commitment to this worthwhile endeavor. We hope that in 2025, all regions will take active participation in the Search as we have outstanding teachers and school heads everywhere. We have to commend them in the best possible way that we could. Further, we are also looking at the possibility of adding other categories just like before such as non-teaching personnel and best local chapter.

4. Empowerment of Regional Sub-Offices

We have thirty-one (31) sub-offices located in strategic areas across the country. Twenty-nine (29) of which are capable of processing loan applications. By next year, our target is to transfer certain claim transactions from the Main Office to the sub-offices. We will prioritize claims for hospitalization daily income benefit under the MRBS+ and claims under the Old MRBS.

Moreover, we will expedite the establishment of additional offices in roughly 40 provinces.

5. Roving PPSTA Drives

A Roving Team is like a one-stop-shop of PPSTA that goes to the grassroots and handles onsite presentations about the Association as well as its plans and programs, queries and processing of membership and loan applications. As regards onsite processing however, we wish to manifest that application approvals can only be made once cleared by a DepEd verifier for all DepEd personnel as required under the DepEd APDS rules.

Should you want roving activities in your area, please do not hesitate to contact our Marketing Team through its Head, Mr. Dillon “Bong” Arante.

6. Intensification of Sariling Sikap Loan Program

Members from all regions may now avail the maximum loanable amount under the Sariling Sikap Loan Program or SSL Program in the amount of P500,000.00 under a longer maximum paying period of five (5) years, subject to certain qualifications and terms to establish capacity to pay by the borrower. Moreover, we are proud to announce that our interest rates are relatively lower than other entities as our contractual interest rates per annum are set at 6.5% for 1-year term, 7% for 2-year term, 7.5% for 3-year term, 8% for 4-year term and 8.5% for 5-year term.

7. The Bulk Pesonet Payment System of Eastwest Bank

For the convenience of member-borrowers, we have forged a partnership with Eastwest Bank for the utilization of their Bulk Pesonet Payment System. This allows us to ensure that the proceeds of loan transactions completed at or before 2:00 o'clock in the afternoon will be credited to the member-borrowers' elected bank accounts within the day, free of charge, while loan transactions completed beyond the cut-off time will be credited the following business day.

8. Automatic Monthly Generation of Solicitor's Honorarium

If you will note, existing PPSTA members are entitled to solicitor's honorarium for every recruited member at the rate of P100.00 for the New Mutual Aid System (NMAS) and P150.00 for the Mutual Retirement Benefit System Plus (MRBS+). Before, a solicitor's honorarium was released only upon request by the concerned member-solicitor. We have changed this. The Management generates solicitor's honorarium and releases the same on a monthly basis. I wish, however, to clarify that a member recruiter will only be entitled to this honorarium upon the first deduction of the premium payment in the salary of the recruit.

From January to October this year, we have released a total of P342,150.00 solicitor's honorarium with solicitors from the Bicol Region leading the list at P144,900.00 followed by solicitors from BARMM at P59,000.00. Tied at the third spot are solicitors from Regions 2 and 10 at P28,500.00.

9. Benepisyo Protektado Program of 2023

One of our biggest initiatives last year was the implementation of “**Benepisyo Protektado Program of 2023**” or BPP which we continue to implement until now. It is actually an in-house credit life insurance program crafted to provide credit life insurance (CLI) for all salary-deducted loan programs of the Association, particularly the following:

- 1.) Sariling Sikap Loan
- 2.) Calamity Loan
- 3.) Educational Loan

BPP is provided at no cost on the part of our member-borrowers and is intended to pay-off members’ outstanding salary-deducted loan in case of their untimely demise during the loan term. Through this, they can be assured of their full benefits under the mutual benefit programs so long as their membership thereto remains active at death and they do not have arrears in premium or unpaid certificate/equity loan.

10. PPSTA Buildings

All of PPSTA’s 5 Buildings are several decades old already. To determine their structural integrity and for the peace of mind of everyone, especially the occupants, we subjected all these buildings to Structural Assessment/Investigation. The results established the fact that generally, they are structurally safe but we need to have them retrofitted in order to align with the Building Code and other laws and ordinances.

Our priority right now is Building 2, our Main Building. We are just checking on the plans as prepared by our contractor but we’re looking at the conduct of the bidding process within the 1st quarter of next year.

Once we start the works, our office operations will be temporarily transferred to our Building 5. We project a turnaround time of one (1) year given all the needed construction works.

About Building 5, it was previously leased out to the National Labor Relations Commission (NLRC) consists of more than 10,000 square meters. Instead of spending large sums of money for its retrofitting, we are looking into the possibility of establishing a partnership with a developer for a Build-Operate-Transfer Scheme. If you know of a developer who is interested in this agreement, please feel free to discuss the same with our General Manager.

Retrofitting and construction works for other buildings are to follow suit once we start at Building 2 as we have variables to consider like the existence of tenants covered by lease contracts.

11. Free One (1) Year Life Insurance for Regional Directors, Assistant Regional Directors, Schools Division Superintendents and Assistant Schools Division Superintendent

One important item in our 2024-2028 strategic framework is to strengthen our relationship with DepEd especially now that we are in the process of maximizing our membership generation potential. But of course, we can only have this if we have a good relationship with DepEd officials, especially those in the grassroots. As a mechanism to start this off, we started to offer free one (1) year life insurance coverage in the amount of P120,000.00 for ALL Regional Directors, Assistant Regional Directors, Schools Division Superintendents and Assistant Schools Division Superintendents.

12. Educational Assistance Program

Subject to established terms and conditions, the program provides opportunities to deserving teacher-members in the furtherance of their studies for their professional growth and development.

13. PPSTA Kaisa sa Brigada Eskwela

Launched during the 70th Anniversary Celebration of the Association in 2017, the program was crafted to augment the existing resources of DepEd for the annual Brigada Eskwela. It is intended to extend resources, financial or otherwise, to deprived, depressed and underserved public schools across the country on a yearly basis.

14. Grant of Calamity Loan

Lately, most parts of the country have been stricken by successive natural calamities. To augment the financial resources of affected teacher-members, we have offered the Calamity Loan Program with P30,000.00 maximum loanable amount, payable for a maximum loan term of two (2) years and subject to a contractual interest rate of only 5% per annum computed using the diminishing balance method of amortization which will bring us to an equivalent nominal interest rate of 2.73% for one (1) year term and 2.65% for two (2) year term.

Calamity loan applications must be filed within three (3) months from the declaration of a state of calamity in the applicants' respective areas.

Of course, the grant of this loan is subject to terms and conditions that will ensure collection of payments as part of our fiscal management protocol.

Further, the Management has been authorized to immediately grant calamity loans in future cases of calamities.

15. Free Insurance Coverage of P 25,000.00 for Teacher-Members Who Serve During Election

Teacher-members who serve as Board of Election Inspectors (BEIs) or Supervisory Officers during elections are guaranteed with a free life insurance coverage of P25,000.00. This free insurance is of course, on top of their life insurance coverage under their PPSTA plan/s.

Last December 3, the Board had a special meeting in light of the urgent call of the Honorable Education Secretary to implement a moratorium on collection of loan payments for DepEd covered personnel. After due deliberations, the Board decided to heed the call with the intention to ease the burden of those affected by the typhoon and help them navigate their transition to recovery. As formal advice to you regarding the matter, the General Manager, by authority of the Board of Trustees, issued Membership Guideline No. 06-2024. We wish to emphasize that unlike other entities, PPSTA does not impose additional charges, penalties, or interest on the outstanding loan balance during the moratorium period.

As regards the New Mutual Aid System (NMAS) which replaced the Mutual Aid System 65 in 2016 as our basic plan for new members, to be candid about it, membership with the plan is until age 65 only unlike your membership in the Old Mutual Aid System (Old MAS) and the Mutual Aid System 65 (MAS65). Succinctly, if you are an NMAS member, your membership stops once you go past 65 years old. Please take note that the PPSTA By-Laws provides that membership in the mutual aid system is obligatory on all PPSTA members. With this, we have discussed and referred to our Actuary the proposed Optional Golden Life Plan which will ensure the continuous membership of NMAS members to PPSTA even if they are already beyond the age of 65. We will issue a circular regarding this once the terms and conditions of the plan are organized.

I take this opportunity to inform you as well of our asset in Laoag City, Ilocos Norte which we consider as “idle” as the same is unproductive and yet, we are obligated to pay its yearly taxes. Based on the appraisal report of Royal Asia, the current market value of the property is P130.00 per square meter. But before the end of last year, we were able to sell a 10.6 portion of the property to EL Development and Construction Group at the rate of P550.00 per square meter. With EL’s entry, we foresee the transformation of a barren area to an economically boosted one as their development is for social housing. And hence, the Board resolved to pass a resolution increasing the price of the property to P1,000.00 per square meter for the purchase of all its remaining portions.

Ladies and gentlemen, we feel the need to dispose of the property via a sale at the soonest possible time so we can make use of the purchase price to fund our other projects like acquisition of additional real property and to avoid the remaining portions of the land being encroached further by the government. If you will note, I have reported during last year’s NRA that both the National Government and the Local Government were able to acquire portions thereof in the earlier years for the construction of roads and bridges. It is for this reason that we are claiming just compensation from the City of Laoag in the amount of P12 M.

My dear brothers and sisters, what we do in PPSTA is always for the common good of the members and the best welfare of our beloved Association. In fact, the income we derive from our operations are translated into worthwhile projects, programs, advocacies and activities for all of us as PPSTA's stakeholders.

We have committed ourselves to serve and protect the organization and we implore your aid. Earlier, the General Manager reported on our attrition rate. She stressed the need to boost our membership generation initiatives as PPSTA thrives by the number. We hope that we all do our shares in enriching our membership portfolio. When we do, we do not only help the mother chapter but more so our respective local and regional chapters because for those unaware, PPSTA gives back to us through our regional and local honorarium computed at 1% and 3.5%, respectively, of the remittances received by the office for the members' basic plan from your respective divisions and regions.

In fact, from January-October this year, we have released an aggregate amount of P6.484 M for chapter honorarium, P4.749 M of which were for local chapter honorarium while P1.735 M were for regional chapter honorarium.

With this, I wish to end my report with a challenge for all of us, the challenge to wage a nationwide membership enlistment campaign with the ultimate objective of sharing PPSTA's benefits and services to the rest of our colleagues in the profession. We must correct the impression that PPSTA exists for loans because it clearly does not. We may operate a loan facility to aid financially distressed members but we are FOREMOST, an association with a mission to advance the interest and welfare of our fellow teachers and the country's education system.

Thank you very much and good morning!



DR. GILBERT T. SADSAD

PPSTA President
Trustee of Region V

CORPORATE GOVERNANCE

The **Philippine Public School Teachers Association (PPSTA)** is a Mutual Benefit Association (MBA) that provides various financial, insurance, and welfare services to public school teachers in the Philippines. Corporate governance in PPSTA, as a member-driven organization, ensures the ethical, transparent, and effective management of its operations to protect the interests of its members. Since PPSTA is an MBA, its governance is centered around principles that safeguard members' contributions, promote member welfare, and ensure long-term sustainability.

Board of Trustees and Leadership

- **Board Composition:** PPSTA is governed by a board of trustees, elected by its members, who are responsible for setting the organization's strategic direction. The board ensures that the association operates in accordance with its mission to serve public school teachers.
- **Independent Trustees:** Some trustees must be independent, meaning they do not have personal or business interests that could conflict with their duty to the association and its members.
- **Leadership and Management:** The board appoints key executives, such as the CEO or general manager, who oversee day-to-day operations, ensuring adherence to the governance framework and ensuring that PPSTA continues to serve its members effectively.

Accountability and Transparency

- **Financial Accountability:** PPSTA manages funds collected from member contributions, so transparent financial management is essential. The association is expected to maintain clear financial records, provide regular reports to members, and disclose important financial decisions.

- **Annual General Meetings (AGMs):** Members participate in AGMs where the board presents the association's financial status, operational performance, and strategic plans. This allows members to voice their concerns, vote on important matters, and hold leadership accountable.
- **Member Access to Information:** Members should have easy access to information regarding PPSTA's financial performance, benefits, and organizational updates. This fosters trust and transparency within the organization.

Member Welfare and Protection

- **Member-Centric Governance:** The primary goal of PPSTA's governance framework is to protect and promote the welfare of its members, primarily public school teachers. The benefits and services provided by the association (insurance, loans, financial assistance) should align with members' needs.
- **Equity in Services:** PPSTA must ensure fairness and transparency in the distribution of benefits, making sure that all members have access to the services they are entitled to, without discrimination or favoritism.

Risk Management and Solvency

- **Financial Stability:** One of the critical roles of the PPSTA's board and management is to maintain the financial stability of the organization, ensuring that there are adequate reserves to meet members' claims, insurance benefits, and other financial obligations.
- **Risk Management Policies:** Good governance includes policies that assess and manage risks, such as fluctuations in member contributions, changes in regulatory environments, or sudden increases in claims due to disasters or emergencies.

Ethical Leadership and Integrity

- **Code of Conduct:** The board and management of PPSTA are expected to adhere to high ethical standards in decision-making. This includes avoiding conflicts of interest, ensuring honesty in operations, and fostering a culture of integrity within the association.
- **Ethical Use of Funds:** As an MBA, PPSTA handles contributions from public school teachers, which are used to provide insurance and other benefits. Ethical governance ensures that these funds are managed prudently and not diverted for personal or other unauthorized uses.

Compliance with Laws and Regulations

- **Adherence to Regulatory Standards:** PPSTA is regulated by the Insurance Commission of the Philippines, which oversees mutual benefit associations. The governance structure must ensure compliance with all relevant laws and regulations, including those related to financial reporting, insurance provisions, and member protection.
- **Audits and Reviews:** Regular audits, both internal and external, are critical to ensure that PPSTA operates in compliance with regulatory requirements and maintains transparency with its members. These audits also help identify areas for improvement in financial management and service delivery.

Member Engagement and Representation

- **Democratic Governance:** As a member-driven association, PPSTA operates on democratic principles where members have voting rights to elect the board of trustees. This ensures that members have a say in the leadership and strategic direction of the organization.

- **Member Feedback Mechanisms:** To ensure continuous improvement in services, PPSTA should have mechanisms that allow members to provide feedback, lodge complaints, or suggest changes. This helps in identifying members' evolving needs and addressing any issues promptly.

Sustainability and Long-Term Planning

- **Sustainability Initiatives:** PPSTA's governance framework should prioritize the long-term sustainability of the association, ensuring that it can continue to serve future generations of public school teachers.
- **Strategic Planning:** The board and management should be engaged in strategic planning to adapt to changes in the external environment, such as shifts in education policies, economic conditions, and regulatory requirements.

Social Responsibility

- **Community Impact:** Since PPSTA serves public school teachers, its governance framework may also include initiatives that promote social responsibility. This can involve support for educational initiatives, teacher welfare programs, or broader community projects that align with the values of public service.

Conflicts of Interest and Governance Best Practices

- **Conflict of Interest Policies:** PPSTA's governance must have clear policies in place to prevent conflicts of interest, particularly for board members and executives who may have personal or professional relationships that could compromise their ability to make impartial decisions.
- **Best Practices in Governance:** PPSTA should adhere to governance best practices, including continuous board development, robust

internal controls, and alignment with international governance standards for MBAs.

Corporate governance in PPSTA is centered on protecting and promoting the interests of its members—public school teachers—by ensuring transparency, accountability, and sound financial management. By adhering to these principles, PPSTA can continue to provide valuable services and maintain the trust of its members while ensuring long-term sustainability and compliance with regulations.

PPSTA Board of Trustees and Management Committee

The Board of Trustees of the Philippine Public School Teachers Association (PPSTA) serves as the highest governing and policy-making body of the organization. It is composed of trustees who represent various regions of the Philippines, ensuring that the interests, welfare, and concerns of PPSTA members nationwide are adequately represented and addressed. The board is responsible for setting strategic directions, formulating policies, overseeing organizational performance, safeguarding financial stability, and ensuring that programs and services align with the association's mission and objectives. Through collaborative leadership and regional representation, the Board of Trustees promotes transparency, accountability, and inclusive decision-making for the benefit of public school teachers and employees throughout the country.

PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION

NATIONAL BOARD OF TRUSTEES



GILBERT T. SADSAD
PPSTA President
Region 5



ATTY. SALVADOR V. ACEDILLA
PPSTA Vice-President
Region 13/CARAGA



DANILO C. SISON
Region 1



TERESITA G. DOMALANTA
Region 2



ERNESTO L. GUTIERREZ
Region 3



REYNALDO S. LUNA
Region 4A



DENNIS MICHAEL D. ABELEDA
Region 4B



GREG D. DIEGO
Region 6



CASIANA P. CABERTE
Region 7



MANUEL P. ALBAÑO
Region 8

NATIONAL BOARD OF TRUSTEES



EDITH L. ORTEGA
Region 10



EXPEDITO C. SATINITIGAN
Region 11



ERIC R. BALANCIO
Region 12



ARTURO B. BAYOCOT
Region 9



BAI SARAH M. MAGERNA
BARMM



ARTHUR TIONGAN
CAR



ANNARIZA C. ALZATE
NCR

INDEPENDENT TRUSTEES



**ATTY. SUZETTE
GANNABAN-MEDINA**



RODOLYN P. ANDRES



ATTY. ALBERTO T. ESCOBARTE

LEA LEDAMO



ATTY. MARIANNE A. DILAG
Corporate Secretary

AUDIT AND OVERSIGHT COMMITTEE



MERRY ANN T. RAMIREZ
Member



GENIS S. MURALIOS
Chairperson



MOHALIDIN M. SUAEB
Member

ELECTION COMMITTEE



ABRAHAM P. IMAS
Member



RUEL M. FUERZAS
Chairperson



ALLAN S. ZULUETA
Member

The Management Committee of the Philippine Public School Teachers Association (PPSTA) is composed of the organization's organic personnel tasked with the day-to-day administration, operational management, and implementation of policies and programs approved by the Board of Trustees. The committee ensures the efficient delivery of services, proper coordination among departments, and effective execution of organizational objectives. It is responsible for overseeing administrative operations, financial management, membership services, human resource development, compliance, and institutional programs to ensure that PPSTA continuously provides responsive, reliable, and quality services to its members nationwide. Through collective leadership and professional management, the Management Committee upholds operational excellence, accountability, and organizational sustainability.

ManCom Level



PPSTA Main Office and Provincial Offices Directory

NATIONAL CAPITAL REGION (NCR)

Office	Address	Contact Person	Contact Number	Email Address
Quezon City, Metro Manila	PPSTA Bldg. 2, #245 Banawe St., Brgy. Lourdes, Quezon City, Metro Manila 1114	Mr. Expedito C. Satinitigan (General Manager)	0917-571-5263	support@ppsta.net

CORDILLERA ADMINISTRATIVE REGION (CAR)

Office	Address	Contact Person	Contact Number	Email Address
Baguio City, Benguet	BCSTE Building, 83 Military Cut Off Road, Baguio City, Benguet	Ms. Ronabel B. Beronilla	(074) 309-8435	ppsta_car@yahoo.com

REGION I – ILOCOS REGION

Office	Address	Contact Person	Contact Number	Email Address
San Fernando City, La Union	2/F MLU Water District Building, Quezon Ave., Sevilla, San Fernando City, La Union	Ms. Maritess J. Aragon	0916-593-9 207	ppstaregion1@gmail.com

Lingayen, Pangasinan	2/F Teachers Building, Maramba Blvd., Poblacion, Lingayen, Pangasinan	Mr. Paul Vincent M. Cruz	(075) 649-2100	ppstapangasinan@gmail.com
Vigan City, Ilocos Sur	ISTA Building, Zone 5, Quirino Blvd., Bantay, Ilocos Sur	Mr. Barnard Sanidad	(077) 258-2534	viganppsta@gmail.com

REGION II – CAGAYAN VALLEY

Office	Address	Contact Person	Contact Number	Email Address
Tuguegarao City, Cagayan	Taaca Building, Maharlika Highway, Carig Sur, Tuguegarao City, Cagayan	Ms. Glory Bee G. Calagui	078-8446408	ppstaregion02@yahoo.com
Ilagan City, Isabela	SDO Isabela Compound, ISTA Bldg., Brgy. Alibagu, City of Ilagan, Isabela	Ms. Maridel Leal	(078) 324-7570	ppsta.ilagan@gmail.com

REGION III – CENTRAL LUZON

Office	Address	Contact Person	Contact Number	Email Address
San Fernando City, Pampanga	PLT Building, Pampanga High School Compound, High School Blvd., Lourdes, City of San Fernando, Pampanga	Mr. George D. Pineda	(045) 624-2174	ppsta_region3@yahoo.com
Tarlac City, Tarlac	No. 2 G/F LEY-ANN Building, 118 P. Hilario St., Brgy. Ligtasan, Tarlac City	Ms. Jennifer B. Bernabe	(045) 456-1746	ppsta.tarlac@yahoo.com
Cabanatuan City, Nueva Ecija	2/F Mary Grace B.M. Building, Valdefuente Hi-way, Cabanatuan City, Nueva Ecija	Mr. Edwin M. Bernardo	(044) 803-3981	ppstanuevaecija@gmail.com

REGION IV-A – CALABARZON

Office	Address	Contact Person	Contact Number	Email Address
Lucena City, Quezon Province	QPSTA Building, ML Tagarao St. corner Elias St., Lucena City	Ms. Nikki Sanchez	(042) 795-0135	ppsta_region4a@yahoo.com
Batangas City, Batangas	#88 D. Silang Street, Barangay 10, Batangas City	Ms. Gretzen Bianca Arcega	(043) 786-0248	ppsta_region4b@yahoo.com

REGION IV-B – MIMAROPA

Office	Address	Contact Person	Contact Number	Email Address
Puerto Princesa City, Palawan	#38 GM Apartments, Manalo St., Brgy. Princesa, Puerto Princesa City	Ms. Kathryn J. Caacbay	0916-593-92 96	ppstapalawan@yahoo.com
Calapan City, Oriental Mindoro	OMPSTPA Building, Ignacio Street, Camilmil, Calapan City	Mr. Joebrin Adem	0997-670-44 01	ppstacalapan@gmail.com
Mamburao, Occidental Mindoro	PAPSTE Building, Barangay 2, Mamburao	Mr. King Mark G. Causapin	0916-593-92 96	ppsta_mindoro@yahoo.com

REGION V – BICOL REGION

Office	Address	Contact Person	Contact Number	Email Address
Legazpi City, Albay	Room 14, 2/F V & O Building, Lapu-Lapu St., Legazpi City	Ms. Madellene C. Ocampo	(052) 742-6523	ppsta_region5@yahoo.com
Sorsogon City, Sorsogon	3/F St. Matthews Building, Magsaysay Street, Almendras Cogon, Sorsogon City	Ms. Milanie Malana	(056) 411-5246	ppstasorsogon@gmail.com
Masbate City, Masbate	DepEd Compound, Rodeo Road, Masbate City	Mr. Elmer Carajay	(056) 582-1027	masbateppsta@gmail.com
Naga City, Camarines Sur	CASESTEA Building, Barangay Peñafrancia, Naga City	Ms. Minette Alcedo	(054) 884-7374	ppstanagar5@yahoo.com

REGION VI – WESTERN VISAYAS

Office	Address	Contact Person	Contact Number	Email Address
Iloilo City, Iloilo	IPSTA Inc. Building, Lunsang Street, Lapaz, Iloilo City	Mr. Ainkarim A. Besuelo	(033) 508-5608	ppsta_region6@yahoo.com

REGION VII – CENTRAL VISAYAS

Office	Address	Contact Person	Contact Number	Email Address
Mandaue City, Cebu	NDI Building, A.S. Fortuna Street, Mandaue City	Ms. Maria A. Tiongzon	(032) 422-8388	ppsta_region7@yahoo.com
Tagbilaran City, Bohol	Bohol PSTEA Building, Tamblot Street, Tagbilaran City	Mr. Renier T. Naparan	(038) 505-6230	ppstabohol@gmail.com

REGION VIII – EASTERN VISAYAS

Office	Address	Contact Person	Contact Number	Email Address
Tacloban City, Leyte	Room 208, RR Apostol Building, Zamora Street corner Sto. Niño Street, Tacloban City	Mr. Jun Paul L. Pua	(053) 523-9825	pppstaregion8@yahoo.com
Catbalogan City, Samar	3rd Floor, 208 Curry Avenue, Barangay 5, Catbalogan City	Ms. Angie Amida	(055) 544-2109	ppstacatbalogan@gmail.com
Baybay City, Leyte	Baybay City Division Educational Center, #30 de Diciembre Street, Baybay City	Ms. Melissa Joy Branzuela	0951-044-6333	ppstabaybay@gmail.com

REGION IX – ZAMBOANGA PENINSULA

Office	Address	Contact Person	Contact Number	Email Address
Pagadian City, Zamboanga del Sur	Room 2C, 2/F Cecilia Building, Rizal Avenue, San Francisco District, Pagadian City	Ms. Kimberly Kistna S. Imbing-Morcilla	0915-037-441 2	ppstaregion9@gmail.com

REGION X – NORTHERN MINDANAO

Office	Address	Contact Person	Contact Number	Email Address
Cagayan de Oro City, Misamis Oriental	3rd Floor LCC Building, Tiano-Torribio Chaves Street, Cagayan de Oro City	Ms. Marjorie Gatoria-Ruedas	0916-593-92 35	ppsta_regionx@gmail.com
Iligan City, Lanao del Norte	ICPSTEABuilding, Roxas Avenue, Mahayahay, Iligan City	Ms. April Charm Obial	(063) 228-5325	ppsta10iligan@gmail.com

REGION XI – DAVAO REGION

Office	Address	Contact Person	Contact Number	Email Address
Davao City, Davao del Sur	2nd Floor, Pelayo 0308, Room 3 Building, Davao City	Mr. Avelino Malalis, Jr.	(082) 322-3119	ppsta_region11@yahoo.com

REGION XII – SOCCSKSARGEN

Office	Address	Contact Person	Contact Number	Email Address
Koronadal City, South Cotabato	Door #3 ACEPAL Building, Barangay Mabini, Alunan Avenue, Koronadal City	Ms. Wiljen H. Delfin	(083) 877-1865	ppstaregion12b@yahoo.com

BARMM

Office	Address	Contact Person	Contact Number	Email Address
Cotabato City, Maguindanao	Gresco Gas Station corner SK Pendatun Ave. and Quezon Ave., Cotabato City	Ms. Naima A. Kadil	0917-517-6659	ppsta_region12@yahoo.com

REGION XIII – CARAGA

Office	Address	Contact Person	Contact Number	Email Address
Surigao City, Surigao del Norte	SLB Building, Amat Street, Surigao City	Mr. Wowie M. Yunting	(086) 827-5635	ppstasurigao@gmail.com
Butuan City, Agusan del Norte	JP Rosales Avenue, DepEd Compound, ANTRECCO-CAR AGA Cooperative Training Center Building, Butuan City	Ms. Catherine O. Paclar	(074) 309-8435	ppstacaraga13@gmail.com

Audited Financial Statements

PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.
(A Non-stock, Not-for-profit Association)
QUEZON CITY – PHILIPPINES

FINANCIAL STATEMENTS
DECEMBER 31, 2024 AND 2023

AND

INDEPENDENT AUDITOR'S REPORT ISSUED BY:



**PPSTA****Philippine Public School Teachers Association**

245 Banawe St., Quezon City, Philippines, 1114
Text Support: 0918-5448046 / 0917-6556827
Visit our Facebook Page: facebook.com/PPSTAQC

Telefax (02) 8988-1444 Website: ppsta.net
E-mail: support@ppsta.com

"Bayani ka, guring-Pilipino. Ang PPSTA, kumakalinga sa iyo."

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The Management of **PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.** is responsible for the preparation and fair presentation of the financial statements including the schedules attached therein for the years ended **December 31, 2024 and 2023**, in accordance with the prescribed financial reporting framework indicated therein, and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the Association's ability to continue as going concern, disclosing, as applicable matters related to going concern and using the going concern basis of accounting unless Management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

The Board of Trustees is responsible for overseeing the Association's financial reporting process.

The Board of Trustees reviews and approves the financial statements including the schedules attached therein and submits the same to the members.

PAGUIO, DUMAYAS & ASSOCIATES, CPAs (PDAC), the independent auditor appointed by the members, has audited the financial statements of the Association in accordance with Philippine Standards on Auditing, and in its report to the members, has expressed its opinion on the fairness of presentation upon completion of such audit.

GILBERT T. SADSAD
Chairman of the Board/President

EDGARDO C. MONFORTE
Chief Financial Officer

Signed this 21st day of April 2025



**PPSTA****Philippine Public School Teachers Association**

245 Banawe St., Quezon City, Philippines, 1114
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Visit our Facebook Page: facebook.com/PPSTAQC

Telefax (02) 8988-1444 Website: ppsta.net
E-mail: support@ppsta.com

"Bayani ka, gurong Pilipino. Ang PPSTA, kumakalinga sa iyo."

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR ANNUAL INCOME TAX RETURN

The Management of **PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.** is responsible for all information and representations contained in the Annual Income Tax Return for the year ended **December 31, 2024**. Management is likewise responsible for all information and representations contained in the financial statements accompanying the Annual Income Tax Return covering the same reporting period. Furthermore, the Management is responsible for all information and representations contained in all the other tax returns filed for the reporting period, including, but not limited, to the value added tax and/or percentage tax returns, withholding tax returns, documentary stamp tax returns, and any and all other tax returns.

In this regard, the Management affirms that the attached financial statements for the year ended **December 31, 2024** and the accompanying Annual Income Tax Return are in accordance with the books and records of **PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.**, complete and correct in all material respects. Management likewise affirms that:

- (a) The Annual Income Tax Return has been prepared in accordance with the provisions of the National Internal Revenue Code, as amended, and pertinent tax regulations and other issuances of the Department of Finance and the Bureau of Internal Revenue;
- (b) Any disparity of figures in the submitted reports arising from the preparation of financial statements pursuant to financial accounting standards and the preparation of the income tax return pursuant to tax accounting rules has been reported as reconciling items and maintained in the Company's books and records in accordance with the requirements of Revenue Regulations No. 8-2007 and other relevant issuances;
- (c) **PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.** has filed all applicable tax returns, reports and statements required to be filed under Philippine tax laws for the reporting period, and all taxes and other impositions shown thereon to be due and payable have been paid for the reporting period, except those contested in good faith.

GILBERT T. SADSAD
Chairman of the Board/President

EDGARDO C. MONFORTE
Chief Financial Officer





INDEPENDENT AUDITOR'S REPORT

The Members and the Board of Trustees
PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.
(A Non-stock, Not-for-Profit Corporation)
No. 245 Banawe St., Quezon City

Report on the Audits of the Financial Statements

Opinion

We have audited the financial statements of **PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.** (the Association), which comprise the statements of financial position as at **December 31, 2024**, and the statements of comprehensive income, statements of changes in equity and statements of cash flows for the years then ended, and notes to the financial statements, including a summary of material accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at **December 31, 2024**, and its financial performance and its cash flows for the years then ended in accordance with Philippine Financial Reporting Standards (PFRSs) Accounting Standards.

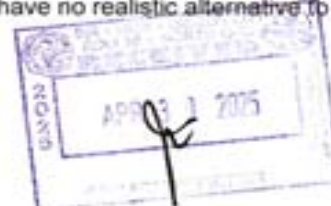
Basis for Opinion

We conducted our audits in accordance with Philippine Standards on Auditing (PSA). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the Financial Statements* section of our report. We are independent of the Association in accordance with the Code of Ethics for Professional Accountants in the Philippines (Code of Ethics) together with the ethical requirements that are relevant to our audits of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with PFRSs, and for such internal control as Management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, Management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless Management either intends to liquidate the Association or to cease operations, or have no realistic alternative to do so.



Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high-level of assurance but is not a guarantee that an audit is conducted in accordance with PSA will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of the users taken on the basis of these financial statements.

As part of an audit in accordance with PSA, we exercise professional judgment and maintain professional skepticism throughout the audits. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and to obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of Management's use of going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Association to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the audits. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits and significant audit findings, including any significant deficiencies in internal control that we identify during our audits.



Report on the Supplementary Information Required Under Revenue Regulation 15-2010

Our audits were conducted for the purpose of forming an opinion on the financial statements taken as whole. The supplementary information under Revenue Regulation 15-2010 in Note 42 to the financial statements is presented for purposes of filing with the Bureau of Internal Revenue and is not a required part of the financial statements. Such information is the responsibility of the Management. The information has been subjected to the auditing procedures applied in our audits of the financial statements. In our opinion, the information is fairly stated in all material respects in relation to the financial statements taken as a whole.

PAGUIO, DUMAYAS & ASSOCIATES, CPAs (PDAC)

Tax Identification Number 008-662-265-000

BIR Accreditation No. 08-800011-000-2025, February 3, 2025, valid until February 2, 2028

SEC Accreditation No. 5614-SEC (Group C), valid until December 31, 2023, and extended until December 31, 2025 per SEC Notice dated April 4, 2025

BOA Accreditation No. 5614, July 5, 2023 valid until February 28, 2026

BSP Accreditation No. 5614-BSP (Group B), valid for 2021 to 2025 financial statements audit

IC Accreditation No. 5614-IC (Group A), valid for 2020 to 2024 financial statements audit

CDA Accreditation No. 124-AF, January 15, 2025, valid until January 14, 2030

For the Firm:



FLOYD C. PAGUIO

Senior Partner

CPA Certificate No. 115664

Tax Identification Number 243-676-418-000

BIR Accreditation No. 08-800011-001-2025, February 3, 2025, valid until February 2, 2028

SEC Accreditation No. 115664-SEC (Group C), valid until December 31, 2023, and extended until December 31, 2025 per SEC Notice dated April 4, 2025

BSP Accreditation No. 115664-BSP (Group B), valid for 2021 to 2025 financial statements audit

IC Accreditation No. 115664-IC (Group A), valid for 2020 to 2024 financial statements audit

PTR No. 4778905, issued on January 15, 2025, Muntinlupa City

April 21, 2025

Muntinlupa City, Metro Manila

NOT VALID WITHOUT SEAL



PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.
(A Non-stock, Non-profit Association)
STATEMENTS OF FINANCIAL POSITION
As at December 31, 2024 and 2023
(In Philippine Peso)

	Notes	2024	2023
ASSETS			
Current Assets			
Cash and cash equivalents	6	1,336,048,318	541,188,832
Loans receivables - net	7	4,428,232,068	4,637,623,814
Claims and premiums receivables - net	8	196,747,850	154,350,656
Advances and other receivables - net	9	17,817,404	32,927,923
Prepayments and other assets - net	11	7,146,404	6,697,730
Financial assets at amortized cost	13	443,433,152	616,392,840
		6,429,425,196	5,989,181,795
Non-current Assets			
Guaranty fund	12	105,129,618	105,129,618
Claims and premiums receivables - net of current portion	8	-	73,634
Financial assets at amortized cost - net of current portion	13	1,989,602,102	1,919,964,254
Financial assets at fair value through other comprehensive income	14	1,326,979	1,355,755
Property and equipment - net, at revalued amounts	15	191,838,305	194,630,578
Property and equipment - net, at cost	15	12,617,966	11,690,873
Investment properties	16	902,980,118	902,980,118
Intangible assets - net	17	16,330,820	13,395,853
		3,219,825,908	3,149,220,683
TOTAL ASSETS		9,649,251,104	9,138,402,478
LIABILITIES AND MEMBERS' EQUITY			
LIABILITIES			
Current Liabilities			
Accounts payable and other liabilities	18	149,731,422	159,508,338
Claims and benefits payable	19	339,314,753	254,794,293
		489,046,175	414,302,631
Non-current Liabilities			
Legal policy reserves	20	4,770,668,231	4,721,829,877
Retirement benefit obligation	32	33,986,260	29,171,062
		4,804,654,491	4,751,000,939
TOTAL LIABILITIES		5,293,700,666	5,165,303,570
MEMBERS' EQUITY			
Fund Balances	21	4,226,671,259	3,842,153,257
Other Comprehensive Income	22	128,879,179	130,945,651
TOTAL MEMBERS' EQUITY		4,355,550,438	3,973,098,908
TOTAL LIABILITIES AND MEMBERS' EQUITY		9,649,251,104	9,138,402,478



PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.

(A Non-stock, Non-profit Association)

STATEMENTS OF COMPREHENSIVE INCOME

For the Years Ended December 31, 2024 and 2023

(In Philippine Peso)

	Notes	2024	2023
REVENUES			
Mutual Aid System (MAS)	23	300,751,677	181,358,140
Micro Mutual Aid System (MICRO MAS)	24	1,851,121	3,336,910
New Mutual Aid System (NMAS)	25	36,596,594	27,488,759
Mutual Retirement Benefits System (MRBS)	26	9,085,930	15,467,541
New Mutual Retirement Benefits System (NMRBS)	27	245,994,161	264,067,564
General Fund	28	25,724,711	27,157,933
Sariling Sikap Fund Loan Program (SSL)	29	462,822,754	544,004,415
		1,082,826,948	1,062,881,262
BENEFITS, CLAIMS AND EXPENSES			
MAS	23	(327,471,320)	(349,317,744)
MICRO MAS	24	1,367,659	(1,396,185)
NMAS	25	(41,518,884)	(7,551,187)
MRBS	26	(5,217,661)	(6,358,143)
NMRBS	27	(117,476,442)	(112,770,417)
General and administrative expenses	28,30	(150,138,189)	(143,613,911)
SSL	29	(8,877,690)	(7,777,423)
		(649,332,527)	(628,785,010)
INCOME BEFORE CHANGE IN LEGAL POLICY RESERVES		433,494,421	434,096,252
INCREASE (DECREASE) IN LEGAL RESERVES	20,40	(48,838,354)	87,021,431
INCOME AFTER CHANGE IN LEGAL POLICY RESERVES, BEFORE TAXES		384,656,067	521,117,683
INCOME TAX EXPENSE	28,34	(138,065)	(124,170)
INCOME AFTER CHANGE IN LEGAL POLICY RESERVES AND TAXES		384,518,002	520,993,513
OTHER COMPREHENSIVE INCOME - net of tax			
Items that will not be reclassified subsequently to profit or loss:			
Fair value loss on financial assets at FVOCI	14	(28,776)	(99,395)
Items that may be reclassified subsequently to profit or loss:			
Gain (loss) on revaluation of property	15	(1,585,410)	1,585,414
Remeasurement loss on retirement obligation	32	(452,286)	(4,654,896)
		(2,037,696)	(3,069,482)
TOTAL OTHER COMPREHENSIVE LOSS		(2,066,472)	(3,168,877)
TOTAL COMPREHENSIVE INCOME		382,451,530	517,824,636



PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.

(A Non-stock, Non-profit Association)

STATEMENTS OF CASH FLOWS

For the Years Ended December 31, 2024 and 2023

(In Philippine Peso)

	Notes	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES			
Income after increase in legal policy reserves, before tax		384,656,067	521,117,683
Adjustments for non-cash income and expenses:			
Interest income	6, 12, 13	(140,435,822)	(119,419,297)
Depreciation and amortization	15, 17	4,455,243	2,851,441
Retirement benefits	32	4,362,912	3,698,796
Dividend income	14, 28	(37,518)	(1,830)
Gain on disposal of investment properties	16	-	(41,354,620)
Loss on withdrawal of financial assets at amortized cost	13	-	2,714,301
Operating cash flows before changes in working capital		253,000,882	369,606,474
Decrease (Increase) in operating assets:			
Loans receivables - net		209,391,746	(1,427,134,797)
Claims and premiums receivables		(42,323,560)	50,676,491
Advances and other receivables		15,110,519	69,021,101
Prepayments and other current assets		(586,740)	(778,097)
Increase (Decrease) in operating liabilities:			
Accounts payable and other liabilities		(9,776,916)	24,270,991
Claims and benefits payable		84,520,460	6,025,085
Equity reserves on NMRBS		54,209,587	(80,550,748)
Equity reserves on MAS		(9,297,177)	(19,247,128)
Equity reserves on NMAS		8,003,668	14,465,477
Equity reserves on MRBS		(3,764,621)	(2,658,520)
Equity reserves on MICRO MAS		(313,103)	969,488
Cash generated from (used in) operations		558,174,745	(995,334,183)
Contributions paid	32	-	(604,416)
Net cash from (used in) operating activities		558,174,745	(995,938,599)
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from withdrawal of financial assets at amortized cost	13	616,392,840	437,236,970
Additions to financial assets at amortized cost	13	(513,071,000)	(30,000,000)
Interest received	9	140,435,822	55,380,084
Additions to intangible assets	17	(3,868,490)	(11,983,980)
Additions to property and equipment	15	(3,241,949)	(5,867,982)
Dividend received	14, 28	37,518	1,830
Proceeds from disposal of property and equipment	15	-	2
Proceeds from disposal of investment properties	16	-	55,000,000
Net cash from investing activities		236,684,741	499,766,924
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS		794,859,486	(496,171,675)
CASH AND CASH EQUIVALENTS AT JANUARY 1	6	541,188,832	1,037,360,507
CASH AND CASH EQUIVALENTS AT DECEMBER 31	6	1,336,048,318	541,188,832



PPSTA

PHILIPPINE PUBLIC SCHOOL TEACHERS ASSOCIATION, INC.

 **Tel. No.:** (02) 8988-1400 |  **Website:** www.ppsta.net
 **Facebook:** Philippine Public School Teachers Association
 **YouTube:** Philippine Public School Teachers Association