REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City



THIRTEENTH CONGRESS
First Regular Session

620

HOUSE BILL No. _____

Introduced by REP. FRANCIS G. ESCUDERO

EXPLANATORY NOTE

This bill seeks to upgrade the minimum salary grade of Public School District Supervisors (PSDS) and the Education Supervisor - 1 (ES-1) to Grade 21, amending for the purpose the "Compensation and Position Classification Act of 1989."

The Department of Education (DepEd) hierarchy of administrative and supervisory positions in its division level has the following order: Teacher-in-Charge (TIC); Head Teacher 1 (HT1); Head Teacher 2 (HT2); Head Teacher 3 (HT3); Principal 1 (P1); Principal 2 (P2); Principal 3 (P3); PSDS/ES; Assistant Superintendent then Superintendent. Each of these positions has its own qualifications, functions and responsibilities with corresponding salary grades.

The DepEd issued Order No. 77, Series of 2000 provided for the equalization of pay for the Elementary and Secondary School Principals. The Order has been implemented whereby the salary of Elementary Principal has been upgraded by two (2) grade levels effective November 1, 2000 and January 1, 2001, respectively, while the salary grade of the PSDS/ES - 1 remains the same. Favoring the principals with higher salary range that the PSDS/ES-1 is not only a patent contradiction to the constitutional doctrine of equal pay for equal work, but is also grossly unfair, unjust and very demoralizing to all PSDS/ES-1 personnel throughout the country. It would be illogical for subordinate principals to receive higher pay than the PSDS/ES-1.

The PSDS rose from the ranks. They perform the vital role of administering and supervising the implementation of all the department's policies, programs and projects in the district level.

According to the Revised DepEd Service Manual 2000, the District Supervisor is the educational leader organizer and administrator of all elementary schools within the District. The responsibilities of the District Supervisor require that he possessed inspiring leadership, tact, compassion, vision and administrative ability. The Qualification Standards (QS) for District Supervisors requires that the candidate must have four (4) years experience as Principal II or 1 year as Principal III with at least very satisfactory performance for at least two (2) years.

While the District Supervisor is in-charge of a district with several schools, the principal is confined to only one school. On the other hand the ES - 1 in the Division covers specific subjects for all schools division wide. Despite these discrepancies, however, a Principal III receives a salary Grade 20 while the district supervisor and education supervisor -1 is posted to salary Grade 19. The fact that a higher level position with greater responsibilities deserves commensurate and higher salary cannot be over emphasized.

The upgrading of the monthly pay of the said supervisors is in keeping with the constitutional mandate that "the Sate shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment".

In view thereof, the approval of this Bill is highly recommended.

FRANCIS G. ESCUDERO

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Introduced by REP. FRANCIS G. ESCUDERO

AN ACT
UPGRADING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOLS DISTRICT SUPERVISORS (PSDS) AND EDUCATION SUPERVISORS -1 (ES1), AMENDING FOR THE PURPOSE THE "COMPENSATION AND POSITION CLASSIFICATION ACT OF 1989"

Be it enacted by SENATE and HOUSE OF REPRESENTATIVES of the Philippines in Congress assembled:

SECTION 1. Section 9 of Republic Act Numbered Sixty Seven Hundred and Fifty Eight is hereby amended to read as follows:

"Section 9 Salary Grade Assignment for other Positions -

x x x

Benchmark Position Schedule

Position Title	Salary Grade
x x	x x
x x	x x
Division Supervisors	21
Education Supervisors -1	21

x x x x

x x x x

SECTION 2. The Department of Budget and Management, in coordination with the Department of Education, shall promulgate the rules and regulations necessary for the effective implementation of this Act.

SECTION 3. The amount necessary for the implementation of this Act shall be charged to the appropriations for the Department of Education under the current General Appropriations Act. Thereafter, such sum as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

SECTION 4. This Act shall take effect upon its approval.

Approved,