

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
QUEZON CITY, METRO MANILA

THIRTEENTH CONGRESS
First Regular Session
HOUSE BILL NO. 2536

INTRODUCED BY HONORABLE OSCAR L. GOZOS

EXPLANATORY NOTE

This bill seeks to legislate the period of probationary employment for professors, instructors, and teachers, and other academic personnel in private educational institutions.

It is a declared policy of the State to recognize the complementary roles of public and private institutions in the educational system. Consistent with this, the State shall exercise reasonable supervision and regulation of all educational institutions and likewise enhance the right of teachers to professional advancement. The State shall further 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. [Art. XIV, Sec. 4(1), Sec. 5(4) and 5(5), 1987 Constitution]

In furtherance of these declarations, there is a need to shorten the probationary employment for teachers, instructors, and professors and other academic personnel in private schools from the existing three-year period to just a year of **very satisfactory service** for those in the elementary and secondary levels, from six down to two consecutive regular semesters of **very satisfactory service** for those in the tertiary level, and from nine to three consecutive trimesters of **very satisfactory service** for those in the tertiary level where collegiate courses are offered on the trimester basis.

This measure will ensure that private schools get the best available talents and employ them as regular employees at the shortest time possible, while simultaneously affording to the academic personnel their right to professional advancement. It is for this reason that the support of my distinguished colleagues is earnestly requested.


OSCAR L. GOZOS
4th District, Batangas

**REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
QUEZON CITY, METRO MANILA**

**THIRTEENTH CONGRESS
First Regular Session**

HOUSE BILL NO. 2536

INTRODUCED BY HONORABLE OSCAR L. GOZOS

AN ACT PROVIDING THE PROBATIONARY PERIOD OF EMPLOYMENT OF ACADEMIC PERSONNEL IN PRIVATE SCHOOLS, THEREBY AMENDING FOR THE PURPOSE PRESIDENTIAL DECREE NO. 442 (AS AMENDED), OTHERWISE KNOWN AS THE LABOR CODE OF THE PHILIPPINES

Be it enacted by the Senate and the House of Representatives in Congress assembled:

SECTION 1. There shall be incorporated after Article 281 of Book VI, Title I of the Labor Code a new article to read as follows:

"ART.281-A. PROBATIONARY PERIOD OF ACADEMIC PERSONNEL IN PRIVATE SCHOOLS. -- The probationary period for academic personnel shall not be more than one (1) calendar year of very satisfactory service for those in the elementary and secondary levels, two (2) consecutive regular semesters of very satisfactory service for those in the tertiary level, and three (3) consecutive trimesters of very satisfactory service for those in the tertiary level where collegiate courses are offered on the trimester basis.

For this purpose, the term "academic personnel" shall include -

- (a) those engaged in actual teaching service, either on full time or part-time basis;**
- (b) those who possess certain prescribed academic functions directly supportive of teaching such as:**
 - (i) registrars**
 - (ii) librarians**
 - (iii) guidance counselors**
 - (iv) researchers**
 - (v) other similarly employed individuals**
- (c) other school officials responsible for academic matters."**

SECTION 2. All laws, decrees, executive orders, rules and regulations or parts thereof, which are inconsistent with this Act, are hereby repealed, amended or modified accordingly.

SECTION 3. This Act shall take effect immediately upon approval.

APPROVED, _____.