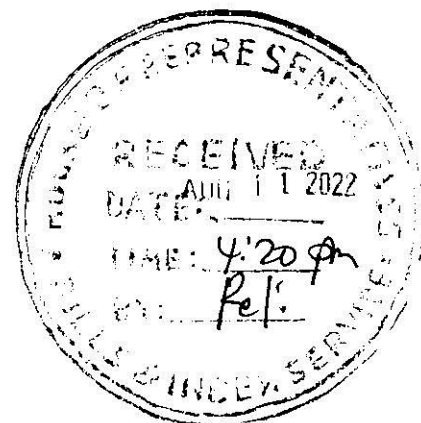




HOUSE OF REPRESENTATIVES

H. B. No. 3554

Introduced by Representative Ralph G. Recto

**AN ACT
CREATING HIGHER LEVEL TEACHING POSITIONS OF PUBLIC SCHOOL
TEACHERS AND PROVIDING FUNDS THEREFOR**

EXPLANATORY NOTE

Our public school teachers—the largest personnel complement in government service—have gained continued improvements in their compensation in the last two decades. The basic monthly salary of a Teacher I under Salary Grade (SG)-10 in 2000 of P9,466 has since increased to P25,439 in 2022 under SG-11, or a 168% increase.

Pursuant to Executive Order (EO) No. 219, s. 2000, a Teacher I was classified under SG-10, Teacher II under SG-11, and Teacher III under SG-12. Meanwhile, a Master Teacher II—the highest teaching position then—was classified under SG-17. Several years after, Master Teacher III and Master Teacher IV positions were created in 2010 and 2012, respectively.

It was in 2009 when the SG assignment of a Teacher I was raised to one grade higher to SG-11 in an attempt to place the compensation of public teachers at par with the other professionals in the government service and with the compensation scheme in the private sector.

Despite the continued increases in salary, although its adequacy remains debatable, there has been an observed discontinuity in the career progression in the teaching career line. The four-salary grade gap between a Teacher III (SG-13) and a Master Teacher I (SG-18) pushes some of the teachers to shift to the school

administration career line starting with Head Teacher I (SG-14) for higher compensation even as the job veers away from actual classroom teaching and regardless of their aptitude for supervisory duties and responsibilities.

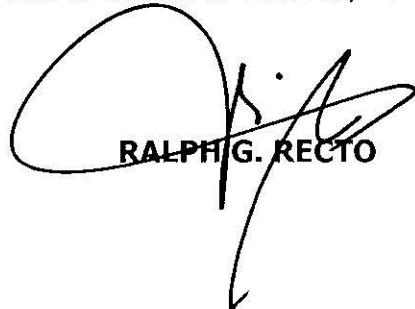
The Career Progression System is designed for public school teachers to attach a premium to classroom effectiveness and allow teachers to remain in the classroom while advancing in status and compensation. The system provides for equivalence in duties, recognition and compensation for whatever career line a teacher chooses.

Many teachers in the teaching career line are stranded for years, in dead-end positions where their promotion is delayed or deemed impossible because of missing rungs in the Department of Education (DepEd) career ladder. One reason often given on why only a few of the more than 200,000 Teacher III holders eventually make it to the Master Teacher items is the lack of available positions and the corresponding funding.

To break the glass ceiling which prevents the career progression of the truly deserving, this bill proposes to create four new teaching position levels namely, Teacher IV, V, VI, VII with respective salary grades 14, 15, 16, and 17. These are the bridge items to Master Teacher I. Existing teaching positions may be reclassified to the higher teaching position proposed under this bill.

One of the pillars of civil service is the predictability of meritorious promotion. This proposal is aligned with the DepEd's commitment to expand the welfare and professional growth of its teaching personnel by ensuring that teachers' promotion and salary increase will be based on competency and not just on the availability of vacancy in higher positions.

In view of the foregoing, immediate approval of this bill is earnestly sought.


RALPH G. RECTO

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

1 Section 1. – This Act shall be known as the “*Teaching Career*
2 *Progression Act*”.

3 Sec. 2. *Declaration of Policy.* –Pursuant to the constitutional mandate that the
4 State shall enhance the right of teachers to professional advancement, it shall
5 implement just and equitable measures to provide competency-based promotion and
6 salary increases to expand the welfare and professional growth of its teaching
7 personnel.

8 Sec. 3. *Creation of New Teaching Position Titles and Salary Grade*
9 *Assignment.* – The Department of Budget and Management (DBM) is hereby
10 authorized to create the following teaching positions with its corresponding salary
11 grade:

Level Position	Salary Grade
Teacher IV	SG-14
Teacher V	SG-15
Teacher VI	SG-16
Teacher VII	SG-17

17 The corresponding salaries shall be determined and adjusted periodically in
18 accordance with presidential issuances or as may be provided by law.

1 Sec. 4. *Position Reclassification.* – The DBM, in coordination with the
2 Department of Education (DepEd), may reclassify existing teaching positions to the
3 higher positions created in Section 3 of this Act for qualified teachers: *Provided,* That
4 the staffing pattern shall be in accordance with the organizational structure and
5 staffing requirement as determined by the DepEd and approved by the DBM:
6 *Provided further,* That other classes of teaching and administrative positions shall be
7 reviewed for their appropriate level or title, and be allocated to their proper salary
8 grades, as may be necessary.

9 Accordingly, the DBM shall update the Index of Occupational Services,
10 Occupational Groups, Classes, and Salary Grades, in accordance with the provisions
11 of this Act.

12 Sec. 5. *Basis of Classification of Positions.* – The DBM, in consultation with the
13 DepEd and the Civil Service Commission (CSC) shall use the following as basis of
14 reclassification to the new higher level teaching positions:

- 15 (a) academic or educational preparation;
- 16 (b) teaching experience including those in private schools; and
- 17 (c) training and extra-curricular activities for professional growth.

18 Sec. 6. *Non-Diminution in the Basic Salaries and Benefits of Incumbent*
19 *Employees.* – In no case shall there be a demotion in rank and/or diminution of
20 salary, benefits and other privileges of incumbent employees granted under existing
21 laws, decrees, orders or any contract, agreement or policy between employee and
22 employer upon the implementation of this law.

23 Sec. 7. *Funding Source.* – The amount necessary to implement the newly-
24 created higher level teaching positions shall be charged against applicable
25 appropriations provided in the General Appropriations Act.

26 Sec. 8. *Implementing Rules and Regulations (IRR).* – Within sixty (60) days
27 upon the approval of this Act, the DepEd, the DBM and the CSC shall promulgate the
28 necessary rules and regulations for the effective implementation of the provisions of
29 this Act. The IRR may establish a schedule for the phasing of the implementation of
30 the creation/reclassification of teaching positions subject to the availability of funds.

1 Sec. 9. *Separability Clause.* – If any provision of this Act is declared
2 unconstitutional or invalid, other parts or provisions hereof not affected thereby shall
3 continue to be in full force and effect.

4 Sec. 10. *Repealing Clause.* – All laws, orders, issuances, circulars, rules and
5 regulations or parts thereof, which are inconsistent with the provisions of this Act
6 are hereby repealed, amended or modified accordingly.

7 Sec. 11. *Effectivity.* – This Act shall take effect fifteen (15) days after its
8 publication in the *Official Gazette* or in at least two (2) newspapers of general
9 circulation.

 Approved,