



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. **10021**



Introduced by Representative Ruwel Peter S. Gonzaga

EXPLANATORY NOTE

Under Article XIV Section 5 paragraph 4 of the 1987 Constitution, it provides that, the State shall enhance the right of teachers to professional advancement. Non-teaching academic and non-academic personnel shall enjoy the protection of the State". It further provides under paragraph 5 of the same Article that, "The State 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.

Listening to the sentiments and concerns of public-school teachers, then President Rodrigo Roa Duterte issued Executive Order No. 174, it recognized the need to revise and update the system of career progression for public school teachers that is anchored on the achievement of qualifications and standards for teachers and school administrators, in order to provide more opportunities for professional growth and career advancement. E.O 174 established the Expanded Career Progression System for Public School Teachers.

The vision for the teachers Career Progression is anchored on the beliefs that no single teacher should retire at Teacher 1, the teachers career path should allow them to remain in the classroom while advancing in stature and compensation, that teachers are given career options between classroom teaching and school administration and that the teachers career advancement shall be based on the quality of teaching practice on a self-paced promotion.

Said Executive Order has for its purpose to create more opportunities for promotion for qualified teachers, boost teacher morale and drive motivation and incentivize high performance and lastly to uphold teacher quality through competency and merit-based promotion.

Through said system, the use of position to gain favor, promotion and filling the job vacancies by an unqualified teaching personnel are avoided or prevented. Human frailties on favoritism are prevented and the archaic notions of seniority are put aside to pave the way for the teachers' qualifications and performance as the basis for promotion. The atmosphere for professional growth is encouraged and eventually the financial stability for high performing and deserving teachers are enhanced.

In view of the foregoing, there is therefore a need to institutionalize the Career Progression System for Public School Teachers.

The earnest consideration and immediate passage of this bill is respectfully sought.



RUWEL PETER S. GONZAGA



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AN ACT
INSTITUTIONALIZING THE CAREER PROGRESSION SYSTEM FOR PUBLIC
SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR

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

SECTION 1. Short Title. – This Act shall be known as the “Career Progression System for Public School Teachers Act.”

SEC. 2. Declaration of Policy. – It is the declared policy of the State to enhance the right of teachers to professional advancement, and to ensure that teaching shall attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment.

Towards this end, the State shall implement just and equitable measures to provide competency-based promotion and salary increases to expand the welfare and professional growth of public school teachers while advancing the right of each Filipino to quality education by ensuring that the system of professional advancement incentivizes the mastering of content, refining teaching competencies, and carefully analyzing a teacher’s own performance vis-à-vis their learners’ performance in order to implement the necessary changes to improve teaching and learning.

SEC.3. Definitions. – As used in this Act:

- a. Comprehensive Performance Assessment shall refer to a quality assessment which shall be required as a prerequisite to a Teacher’s promotion or increase of salary, as the case may be, as provided in Section 10 hereof;

- b. Career Progression System shall refer to a process of career advancement based on relevant and material qualitative and quantitative assessment tools;
- c. Career Progression Line shall refer to individual tracks of professional advancement available to teachers under the Career Progression System;
- d. Classroom Teaching Career Line shall refer to the career pathway of teachers involved in classroom teaching;
- e. Current Career Progression shall refer to the Career Progression Lines available to a Teacher, which are existing and implemented prior to the effectivity of this Act;
- f. Expanded Career Progression shall refer to the Career Progression Lines for Teachers as provided in this Act;
- g. Incumbent Head Teachers shall refer to Teachers who are under the administrative Career Progression Line for Teachers prior to the effectivity of this Act;
- h. School Administration Career Line shall refer to the career pathway of teachers involved in overall school management and operations, and instructional supervision; and
- i. Teacher shall refer to all persons engaged in teaching at the elementary and secondary levels, whether on full-time or part-time basis, including industrial arts or vocational teachers and all other persons performing supervisory and/or administrative functions in all schools in the aforesaid levels and qualified to practice teaching under Republic Act No. 7836, or the "Philippine Teachers Professionalization Act of 1994".

SEC. 4. Institutionalization of the Career Progression System for Public School Teachers. – The Career Progression System for public school teachers is hereby institutionalized to promote professional development and career advancement among public school teachers, and define the Career Progression Line of teachers within the public school system, specifically in the elementary and secondary levels, including the Senior High School.

SEC. 5. Expanded Career Progression for Public School Teachers. – The prospects for a career path for public school teachers in classroom teaching or school administration are hereby expanded.

The positions of Teacher I to Master Teacher I shall form the base of the career system. Thereafter, a teacher may be promoted to either Master Teacher II in the classroom teaching career line or School Principal I in the school administration career line.

For this purpose, the Civil Service Commission (CSC), Department of Education (DepEd), and Professional Regulation Commission (PRC) shall harmonize

the qualification standards for teaching positions in all levels of the public school system, taking into consideration the Comprehensive Performance Assessment as mandated by this Act. The Department of Budget and Management (DBM) shall create the new teaching position titles of Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master Teacher V, and include the same in the Index of Occupational Services, Occupational Groups, Classes, and Salary Grades.

SEC. 6. Options of Incumbent Head Teachers. – All Incumbent Head Teachers may nominate to retain their positions and career progression line under the Current Career Progression, or otherwise apply for reclassification and retitling of their current position to the appropriate position under the Expanded Career Progression: Provided, That within one (1) year from the effectivity of this Act, all Incumbent Head Teachers shall file the appropriate application to retain their current Career Progression Line under the Current Career Progression, or to be reclassified or retitled under the Expanded Career Progression, as the case may be.

For the purposes of this Act, the DepEd shall prepare a list of Incumbent Head Teachers who shall retain their current positions and Career Progression Line under the Current Career Progression.

Once an Incumbent Head Teacher files an application for the reclassification or retitling of their current position to the appropriate position under the Expanded Career Progression, they can no longer revert to their previous Career Progression Line.

All teachers, other than those Incumbent Head Teachers who shall file the appropriate application to retain their current positions and Career Progression, shall follow the Expanded Career Progression, as provided in this Act.

No new item or position under the Current Career Progression for Incumbent Head Teachers shall be created hereafter.

SEC. 7. Equivalence of Positions. – The positions in the Classroom Teaching Career Line shall be equivalent in all salaries, benefits, and other privileges to the School Administration Career Line, as follows:

Classroom Teaching Career Line	School Administration Career Line
Master Teacher II	School Principal I
Master Teacher III	School Principal II
Master Teacher IV	School Principal III
Master Teacher V	School Principal IV

SEC. 8. Salary. – In order to attract and retain the top talents, the minimum base salary for teachers under the DepEd shall not be lower than Salary Grade 12 as prescribed under Republic Act No. 6758, otherwise known as the “Compensation and Classification Act of 1989”.

SEC. 9. Non-Diminution in the Basic Salaries and Benefits of Incumbent Employees. – In no case shall there be a demotion in rank and/or diminution of salary, benefits and other privileges of incumbent employees granted under existing laws, decrees, orders or any contract, agreement or policy between employee and employer upon the implementation of this law.

SEC. 10. Promotion of Teachers. – The promotion of teachers shall be based on a Comprehensive Performance Assessment with merit, fitness, and competence as its main components.

Such assessment shall be conducted by an independent third party, who shall evaluate the teacher based on clear guidelines to be provided by the DepEd.

The evaluation of teachers in the Classroom Teaching Career Line shall consider, subject-area knowledge, pedagogical knowledge, professional teaching ability, and actual tangible impact on learners.

The evaluation of teachers in the School Administration Career Line shall consider organizational and managerial effectiveness, in terms of productivity, performance, utility, and efficiency.

Teachers shall be graded on a scale of 0-100 in the following manner:

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|---------------------|-------------|
| 1. Excellent | (95.0-100) |
| 2. Highly Effective | (90.0-94.9) |
| 3. Effective | (85.0-89.9) |
| 4. Satisfactory | (75-84.9) |
| 5. Developing | (60.0-74.9) |
| 6. Ineffective | (Below 60) |

It shall also provide the Teacher actionable feedback to improve on each aspect of evaluation.

The Comprehensive Performance Assessment of each Teacher shall be made available to the public in order to foster equal opportunity, transparency, and accountability.

SEC. 11. Remedial Program for Ineffective Teachers. – Teachers who shall receive a grade of ineffective for two (2) successive assessments shall be required to undergo a remedial program.

For the purposes of this Act, the National Educators' Academy of the Philippines shall develop a special remedial program for ineffective teachers in order to aid in their development.

SEC. 12. Availability of Additional Items for Promotion of Teachers. – The DBM shall ensure the availability of additional items for the promotion of teachers, and the appropriate allocation of funds and inclusion in the General Appropriations Act for its immediate implementation.

SEC. 13. Appropriations. – The Secretary of the DepEd shall include in the Department's program the implementation of this Act, the funding of which shall be included in the Annual General Appropriations Act.

SEC. 14. Implementing Rules and Regulations (IRR). – Within ninety (90) days from the approval of this Act, the CSC, DBM, DepEd, and PRC shall jointly formulate and issue the rules and regulations necessary for the effective implementation of this Act.

SEC. 15. Separability Clause. – If any part or provision of this Act is declared invalid or unconstitutional, other parts not affected thereby shall continue to be valid and subsisting.

SEC. 16. Repealing Clause. – All laws, presidential decrees, executive orders, presidential proclamations, rules and regulations or parts thereof contrary to or inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 17. Effectivity. – Notwithstanding the non-issuance of the IRR, this Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,