



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



TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2285

Introduced by **Representative MA. VICTORIA CO-PILAR**

EXPLANATORY NOTE

Teachers are the backbone of our educational system and play a critical role in shaping the future of our nation. Despite their indispensable contribution, public school teachers in the Philippines continue to face limited opportunities for professional growth and advancement. Many remain stuck in the same teaching positions for years – not for lack of dedication or competence – but due to rigid promotion systems and limited career paths.

The Constitution mandates the State to prioritize education and ensure the rights of teachers to professional advancement. Republic Act No. 4670, or the “Magna Carta for Public School Teachers,” also recognizes the importance of promoting and improving the social and economic status of teachers. However, without a structured and institutionalized career progression system, these policies remain aspirational.

Currently, the promotion of public-school teachers is constrained by structural barriers such as quota-based systems, limited position items, and a lack of clear, competency-based criteria. This has resulted in frustration, demoralization, and high attrition rates within the teaching profession. Furthermore, talented and highly skilled teachers often leave the classroom or the country in search of better opportunities.

The bill further ensures that promotions are based on merit, teaching effectiveness, and leadership potential, rather than on seniority, quotas, or vacancy. In doing so, it promotes excellence and equity within the teaching profession, enhances teacher motivation and retention, and ultimately contributes to the delivery of quality education.

Given the critical role of teachers in national development and the need to uphold their right to professional advancement, the immediate passage of this bill is earnestly sought.



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HOUSE BILL NO. **2285**

Introduced by **Representative MA. VICTORIA CO-PILAR**

1 **AN ACT**
2 **INSTITUTIONALIZING THE CAREER PROGRESSION SYSTEM FOR PUBLIC**
3 **SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR**
4

5 *Be it enacted by the Senate and House of Representatives of the Philippines in Congress*
6 *assembled:*
7

8 **SECTION 1.** *Short Title.* – This Act shall be known as the “Career Progression System for
9 Public School Teachers Act.”
10

11 **SEC. 2.** *Declaration of Policy.* – It is the declared policy of the State to enhance the right of
12 teachers to professional advancement, and to ensure that teaching shall attract and retain
13 its rightful share of the best available talents through adequate remuneration and other
14 means of job satisfaction and fulfillment.
15

16 To this end, the State shall implement just and equitable measures to provide
17 competency-based promotion and salary increases to expand the welfare and
18 professional growth of public school teachers while advancing the right of each Filipino
19 to quality education by ensuring that the system of professional advancement
20 incentivizes the mastering of content, refining teaching competencies, and carefully
21 analyzing a teacher’s own performance vis-à-vis their learners’ performance in order to
22 implement the necessary changes to improve teaching and learning.
23

24 **SEC. 3.** *Definition of Terms.* – As used in this Act:
25

26 (a) *Career Progression Line* shall refer to individual tracks of professional advancement
27 available to teachers under the Career Progression System;
28

29 (b) *Career Progression System* shall refer to a framework of career advancement based
30 on relevant and material qualitative and quantitative assessment tools;

1 (c) *Classroom Teaching Career Line* shall refer to the career pathway of teachers
2 involved in classroom teaching;

3
4 (d) *Comparative Assessment* shall refer to a quality assessment involving multiple
5 evaluation techniques to assess the competencies of teachers which shall be required as a
6 prerequisite to a teacher's promotion or increase of salary, as the case may be, as provided
7 in Section 9 hereof;

8
9 (e) *Comprehensive Teacher Accreditation* shall refer to a comprehensive assessment of
10 teacher competencies and proficiency across established professional career stages, as
11 provided in Section 10 hereof;

12
13 (f) *Current Career Progression System* shall refer to the Career Progression Lines
14 available to a teacher, which are existing and implemented prior to the effectivity of this
15 Act;

16
17 (g) *Expanded Career Progression System* shall refer to the Career Progression Lines for
18 Teachers as provided in this Act;

19
20 (h) *Incumbent Head Teachers* shall refer to teachers who are under the administrative
21 Career Progression Line for Teachers prior to the effectivity of this Act;

22
23 (i) *School Administration Career Line* shall refer to the career pathway of teachers
24 involved in overall school management and operations, and instructional supervision;
25 and

26
27 (j) *Teacher* shall refer to all persons engaged in teaching at the elementary and
28 secondary levels, whether on full-time or part-time basis, including industrial arts or
29 vocational teachers and all other persons performing supervisory and/or administrative
30 functions in all schools in the aforesaid levels and qualified to practice teaching under
31 Republic Act No. 7836, or the "*Philippine Teachers Professionalization Act of 1994*".

32
33 **SEC. 4. Institutionalization of the Career Progression System for Public School Teachers.** – The
34 Career Progression System for public school teachers is hereby institutionalized to
35 promote professional development and career advancement among public school
36 teachers, and define the Career Progression Line of teachers within the public school
37 system, specifically in the elementary and secondary levels, including the Senior High
38 School.

39
40 **SEC. 5. Expanded Career Progression for Public School Teachers.** – The prospects for a career
41 path for public school teachers in classroom teaching or school administration are hereby
42 expanded.

43
44 The positions of Teacher I to Master Teacher I shall form the base of the career system.
45 Thereafter, a teacher may be promoted to either Master Teacher II in the classroom
46 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 in 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 or 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 Line, 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 terms of salaries, benefits, and other privileges to the School Administration Career Line, as follows:

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

1 **SEC. 8. *Non-Diminution in the Basic Salaries and Benefits of Incumbent Employees.*** – In no
2 case shall there be a demotion in rank and/or diminution of salary, benefits and other
3 privileges of incumbent employees granted under existing laws, decrees, orders or any
4 contract, agreement or policy between employee and employer upon the implementation
5 of this law.

6
7 **SEC. 9. *Promotion of Teachers.*** – Teachers shall be promoted based on merit, fitness, and
8 competence after a Comparative Assessment. Natural vacancy, quota, ratio-and-
9 proportion, and the like shall no longer be considered as the basis for promotion.

10
11 Such assessment may be conducted by an independent third party, who shall evaluate
12 the teacher based on clear guidelines to be provided by the DepEd.

13
14 The evaluation of teachers in the Classroom Teaching Career Line shall consider subject-
15 area knowledge, pedagogical knowledge, professional standards for teaching practice
16 and proficiency, and actual tangible impact on learners.

17
18 The evaluation of teachers in the School Administration Career Line shall consider
19 organizational and managerial effectiveness, in terms of productivity, performance,
20 utility, and efficiency.

21
22 The DepEd shall formulate clear guidelines on the assessment of teachers seeking
23 promotion. The assessment process, criteria, and point system shall be made available
24 to the public in order to foster equal opportunity, transparency, and accountability.

25
26 **SEC. 10. *Accreditation of Teachers.*** – A Comprehensive Teacher Accreditation System shall
27 be institutionalized and administered by the Teacher Education Council (TEC) to assess
28 teacher competencies and affirm the career stages achieved by teachers based on
29 professional standards, including the institution, organization, and maintenance of a pool
30 of national assessors for such accreditation or recognition.

31
32 It shall also provide the actionable feedback to the teacher on what to improve on each
33 aspect of evaluation.

34
35 In no case that the immediate implementation of the Expanded Career Progression
36 System be impeded, pending the creation of the independent third party and
37 establishment of the Comprehensive Teacher Accreditation System.

38
39 **SEC. 11. *Career Progression and Remedial Program for Teachers.*** – Teachers shall receive
40 professional development programs to improve their competencies. Teachers who fail to
41 pass the Comprehensive Teacher Accreditation for two (2) consecutive assessments shall
42 be required to undergo a remedial program.

43
44 For the purposes of this Act, the National Educators' Academy of the Philippines shall
45 develop a special remedial program for said teachers in order to aid in their development.

1 **SEC. 12.** *Availability of Funds for Promotion of Teachers.* – The DBM shall ensure the
2 availability of funds for the promotion of teachers, and the appropriate allocation of
3 funds and inclusion in the General Appropriations Act for its immediate implementation.
4

5 **SEC. 13.** *Appropriations.* – The amount necessary for the implementation of this Act shall
6 be included in the annual General Appropriations Act.
7

8 **SEC. 14.** *Implementing Rules and Regulations (IRR).* – Within ninety (90) days from the
9 approval of this Act, the CSC, DBM, DepEd, and PRC shall jointly formulate and issue
10 the rules and regulations necessary for the effective implementation of this Act.
11

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

16 **SEC. 16.** *Repealing Clause.* – All laws, presidential decrees, executive orders, presidential
17 proclamations, rules and regulations or parts thereof contrary to or inconsistent with the
18 provisions of this Act are hereby repealed or amended accordingly.
19

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 a newspaper of
general circulation.

Approved,