



Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. **2761**



INTRODUCED BY HONORABLE AMADO CARLOS BOLILIA IV

EXPLANATORY NOTE

Article XIV, Section 5 (4) of the 1987 Philippine Constitution provides that: "The State shall enhance the right of teachers to professional development. Non-teaching academic and non-academic personnel shall enjoy the protection of the State." Likewise, Article XIV, Section 5 (5) states 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."

Career progression in the Philippine Public School System demands that a classroom teacher shift to school administration since there is a lack of higher level and better paying positions that are dedicated to classroom teaching. This bill seeks to remedy this by institutionalizing a career progression system for public school teachers alongside the proper budgetary allocations for the new positions to be created. This will allow dedicated classroom educators to flourish and will provide them with better compensation commensurate with their skill and position. Further, the merit-based promotion system will prioritize competence over traditional criteria of natural vacancies due to retirements, quotas, and ratios-and-proportions. The intended effect of this legislation is to help attract and retain public school teachers in the system.

In consideration of the foregoing, immediate passage of this bill is earnestly sought.


AMADO CARLOS BOLILIA IV
Representative
4th District of Batangas



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HOUSE BILL NO. 2761

INTRODUCED BY HONORABLE AMADO CARLOS BOLILIA IV

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

Be it enacted by the Senate and the House of the 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.

To 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. *Definition of Terms.* – As used in this Act:

- a. *Career Progression Line* - shall refer to individual tracks of professional advancement available to teachers under the Career Progression System;
- b. *Career Progression System* - shall refer to a framework of career advancement based on relevant and material qualitative and quantitative assessment tools:

- c. *Classroom Teaching Career Line* - shall refer to the career pathway of teachers involved in classroom teaching;
- d. *Comparative Assessment* - shall refer to a quality assessment involving multiple evaluation techniques to assess the competencies of teachers 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 9 hereof;
- e. *Comprehensive Teacher Accreditation* - shall refer to a comprehensive assessment of teacher competencies and proficiency across established professional career stages, as provided in Section 10 hereof;
- f. *Current Career Progression System* - shall refer to the Career Progression Lines available to a teacher, which are existing and implemented prior to the effectivity of this Act;
- g. *Expanded Career Progression System* - shall refer to the Career Progression Lines for Teachers as provided in this Act;
- h. *Incumbent Head Teachers* - shall refer to teachers who are under the administrative Career Progression Line for Teachers prior to the effectivity of this Act;
- i. *School Administration Career Line* - shall refer to the career pathway of teachers involved in overall school management and operations, and instructional supervision; and
- j. *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 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

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

Such assessment may 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 standards for teaching practice and proficiency, 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.

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

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

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

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

SEC. 11. *Career Progression and Remedial Program for Teachers.* – Teachers shall receive professional development programs to improve their competencies. Teachers who fail to pass the Comprehensive Teacher Accreditation for two (2) consecutive 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 said teachers in order to aid in their development.

SEC. 12. *Availability of Funds for Promotion of Teachers.* – The DBM shall ensure the availability of funds 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 amount necessary for the implementation of this Act 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, the 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 a newspaper of general circulation.

Approved,