

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session



HOUSE BILL NO. 7340

Introduced by **REPRESENTATIVE AUDREY KAY T. ZUBIRI**

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

EXPLANATORY NOTE

Teachers play a crucial role in shaping the future of our nation. Despite this, public school teachers in the Philippines often face limited opportunities for career advancement, which impacts their professional growth and the overall education system in our country.

According to the Year II Report of the Second Congressional Commission on Education (EdCom 2), it takes 15 years for a teacher to be promoted from Teacher I (Salary Grade 11 at Php 27,000) to Teacher III (Salary Grade 13 at Php 31,320)¹. This issue creates a vacancy in positions, as teachers are often expected to take on administrative roles rather than remain in the field of academe.²

This bill aligns with Article XIV, of the Constitution that guarantees the right of every Filipino to quality education and calls for the promotion of professional development for educators.

This initiative also supports Republic Act No. 10533 or “The Enhanced Basic Education Act of 2013” which underscores the importance of improving teacher skills through continuous learning, which is a key component of the proposed system.

¹ Fixing the Foundations, A Matter of National Survival, EDCOM Year II Report 2025, pp.29

² <https://newsinfo.inquirer.net/2029078/edcom-flags-glacial-pace-of-teacher-promotions>

Moreover, it strengthens the principles of Republic Act No. 10912 or “The Continuing Professional Development Act of 2016” that aims to promote and upgrade the practice of professionals in the country.

Although Executive Order No. 174 series of 2022 establishes the expansion of Career Progression System for public school teachers, this proposed measure seeks to institutionalize the system offering a more teacher-oriented framework for career advancement and disestablishing the “*underpaid and overworked teachers*” perspective in the country. In addition to providing a clear career path, this bill aims to improve teacher retention by ensuring that educators are offered personal, financial and career opportunities through professional development programs.

To support the implementation of this system, the bill includes provisions for the appropriation of funds. These funds will cover the necessary training programs, promotional procedures, and administrative costs, ensuring that the Career Progression System is effectively established and maintained. By institutionalizing this system, the bill not only benefits teachers but also enhances the overall quality of education in the Philippines, contributing to the nation's long-term development.

In view of the foregoing, the immediate passage of this measure is earnestly sought.


AUDREY KAY T. ZUBIRI
Representative, 3rd District of Bukidnon

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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.

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;
- (a) *Career Progression System* shall refer to a framework of career advancement based on relevant and material qualitative and quantitative assessment tools;
- (b) *Classroom Teaching Career Line* shall refer to the career pathway of teachers involved in classroom teaching;
- (c) *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;
- (d) *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;
- (e) *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;
- (f) *Expanded Career Progression System* 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 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 the 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. – This Act shall immediately take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,