


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Third Regular Session)

2019
SEP 18 2019

24 SEP 18 P4:21

SENATE

S. No. 2831

REC'D


Introduced by Senator Loren B. Legarda

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

EXPLANATORY NOTE

Section 5 (4), Article XIV of the 1987 Constitution 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."

Republic Act No. 4670, or the Magna Carta for Public School Teachers, recognizes that the progress of our educational system hinges on the competence and capability of our teaching staff. It declares as state policy the promotion of the social and economic well-being of our public school teachers, improving their terms of employment and career prospects, thereby attracting highly qualified individuals to the profession.

In 1978, Executive Order No. 500 established a system of career progression for public school teachers, valuing classroom effectiveness while enabling the advancement of teachers in stature and compensation. More recently, in 2022, Executive Order No. 174 expanded this system, further enhancing pathways for professional advancement.

In today's rapidly changing world, the demands of the 21st-century learner require an education system that is forward-thinking and responsive to the evolving needs of both students and educators. As we raise the bar for educational standards,

it is not only our students who must adapt but also our dedicated public school teachers who stand at the forefront of this transformation.

As we strive to elevate the quality of education for our learners, it is crucial to simultaneously uplift the status of our educators by providing them with ample opportunities for career advancement.

This measure seeks to institutionalize a comprehensive Career Progression System for public school teachers to guarantee their professional development and enhance their job satisfaction, motivating them to provide high-quality education and deepen their commitment to public service.

In doing so, we invest in the heart of our education system—the Filipino teacher—ensuring a brighter and more prosperous future for our nation.

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



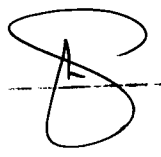
LOREN LEGARDA

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OFFICE OF THE SECRETARY
OF EDUCATION

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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 the House of Representatives of the Philippines in Congress assembled:

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

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

7 To this end, the State shall implement just and equitable measures to provide
8 competency-based promotion and salary increases to expand the welfare and
9 professional growth of public school teachers while advancing the right of each Filipino
10 to quality education by ensuring that the system of professional advancement
11 incentivizes the mastering of content and refining of pedagogy and teaching
12 competencies in order to improve teaching and learning.

13 Sec. 3. *Definition of Terms.* – As used in this Act:

14 (a) *Career Progression* shall refer to the professional advancement of a
15 teacher in terms of, but not limited to, standards-based competencies
16 and skills, position and stature, remuneration and incentives, and
17 qualifications and development goals;

- 1 (b) *Career Progression Line* shall refer to individual tracks of professional
2 advancement available to teachers under the Career Progression
3 System;
- 4 (c) *Career Progression System* shall refer to a framework of career
5 advancement based on relevant and material qualitative and quantitative
6 assessment tools;
- 7 (d) *Classroom Teaching Career Line* shall refer to the career pathway of
8 teachers involved in classroom teaching;
- 9 (e) *Standards-Based Assessment* shall refer to a competency-based
10 assessment involving appropriate evaluation processes to assess the
11 competencies of teachers, which shall be required as a prerequisite to
12 the teacher's movement in position or remuneration, as the case may
13 be, as provided in section 10 hereof;
- 14 (f) *Current Career Progression* shall refer to the Career Progression Lines
15 available to a Teacher, which are existing and implemented prior to the
16 effectivity of this Act;
- 17 (g) *Expanded Career Progression* shall refer to the Career Progression Lines
18 for Teachers as provided in this Act;
- 19 (h) *Incumbent Head Teachers* shall refer to Teachers who are under the
20 administrative Career Progression Line for Teachers prior to the
21 effectivity of this Act;
- 22 (i) *School Administration Career Line* shall refer to the career pathway of
23 teachers involved in overall school management and operations, and
24 instructional supervision; and
- 25 (j) *Teacher* shall refer to all persons engaged in teaching at the elementary
26 and secondary levels, whether on full-time or part-time basis, including
27 industrial arts or vocational teachers and all other persons performing
28 supervisory and/or administrative functions in all schools in the aforesaid
29 levels and qualified to practice teaching under Republic Act No. 7836, or
30 the "Philippine Teachers Professionalization Act of 1994".

31 **Sec. 4. Institutionalization of the Career Progression System for Public School**
32 **Teachers.** – The Career Progression System for public school teachers is hereby

1 institutionalized to promote professional development and career advancement
2 among public school teachers, and define the Career Progression Line of teachers
3 within the public school system, specifically in the elementary and secondary levels,
4 including the Senior High School.

5 *Sec. 5. Expanded Career Progression for Public School Teachers.* – Public school
6 teachers’ prospects for a career path in classroom teaching or school administration
7 are hereby expanded.

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

12 For this purpose, the Civil Service Commission (CSC), Department of Education
13 (DepEd), and Professional Regulation Commission (PRC) shall harmonize the
14 qualification standards for teaching positions in all levels of the public school system,
15 taking into consideration the Comprehensive Performance Assessment as mandated
16 in this Act. The Department of Budget and Management (DBM) shall create the new
17 teaching position titles of Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master
18 Teacher V, and include the same in the Index of Occupational Services, Occupational
19 Groups, Classes, and Salary Grades.

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

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

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

4 All teachers, other than those Incumbent Head Teachers who shall file the
5 appropriate application to retain their current positions and Career Progression, shall
6 follow the Expanded Career Progression, as provided in this Act. No new item or
7 position under the Current Career Progression for Incumbent Head Teachers shall be
8 created hereafter.

9 All incumbent head teachers who apply for reclassification and retitling of their
10 current position to the appropriate position under the expanded career progression
11 shall undertake a mandatory transition program to be developed by the National
12 Educators' Academy of the Philippines.

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

16 Classroom Teaching Career Line	School Administration Career Line
17 Master Teacher II	Principal I
18 Master Teacher III	School Principal II
19 Master Teacher IV	School Principal III
20 Master Teacher V	School Principal IV

21 *Sec. 8. Non-Diminution in the Basic Salaries and Benefits of Incumbent*
22 *Employees.* – In no case shall there be a demotion in rank and/or diminution of salary,
23 benefits and other privileges of incumbent employees granted under existing laws,
24 decrees, orders or any contract, agreement or policy between employee and employer
25 upon implementing this law.

26 *Sec. 9. Promotion of Teachers.* - The promotion of teachers shall be through
27 the reclassification of positions based on a comparative assessment anchored on the
28 principles of merit, fitness, and competence.

29 The evaluation of teachers in the Classroom Teaching Career Line shall consider
30 subject-area knowledge, pedagogical knowledge, and professional standards for
31 teaching practice and proficiency.

1 The evaluation of teachers in the School Administration Career Line shall
2 consider organizational and managerial effectiveness, in terms of productivity,
3 performance, utility, efficiency, and the professional standards for school heads.

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

7 The Standards-Based Assessment of each teacher shall be made available to
8 the public in order to foster equal opportunity, transparency, and accountability.

9 *Sec. 10. Remedial Program for Ineffective Teachers.* - Teachers who shall
10 receive a grade of ineffective for two (2) successive assessments shall be required to
11 undergo a remedial program.

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

15 *Sec. 11. Roles of TEC, BHROD, and NEAP.* - To ensure the continuous
16 improvement of the career progression system under this act, the deped shall review,
17 align, and continuously monitor the roles of the Teacher Education Council (TEC); the
18 Bureau of Human Resource and Organization Development (BHROD); and the National
19 Educators' Academy of the Philippines (NEAP).

20 *Sec. 12. Availability of Funds for the Promotion of Teachers.* – The DBM shall
21 ensure the availability of funds for the promotion of teachers, and the appropriate
22 allocation of funds and inclusion in the General Appropriations Act for its immediate
23 implementation.

24 *Sec. 13. Appropriations.* – The amount necessary for implementing this Act
25 shall be included in the annual General Appropriations Act.

26 *Sec. 14. Implementing Rules and Regulations.* – Within ninety (90) days from
27 the approval of this Act, the CSC, DBM, DepEd, and PRC shall jointly formulate and
28 issue the rules and regulations necessary to effectively implement this Act.

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

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

5 Sec. 17. *Effectivity.* – Notwithstanding the non-issuance of the IRR, this Act
6 shall take effect fifteen (15) days after its publication in the Official Gazette or a
7 newspaper of general circulation.

 Approved,