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REPUBLIC OF THE PHILIPPINES )  
*Third Regular Session* )

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**SENATE**  
**S. No. 2853**

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**Introduced by SENATOR RAMON BONG REVILLA, JR.**

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

**EXPLANATORY NOTE**

Section 5, Article XIV of the Constitution provides that the "State shall enhance the right of teachers to professional advancement, 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." Corollary, Republic Act No. 4670 or the "Magna Carta for Public School Teachers" highlights the need for advancement in education dependent on the qualifications of the teaching staff in order to improve their socio-economic status, and retain more qualified individuals in the profession.

According to a study by the Second Congressional Commission on Education, it takes an average of 15 years of service before a Teacher I gets promoted to Teacher III or additional pay of P 4,000, which is attributed to the absence of a clear merit-based promotion system.

In the last forty years, there have been two overarching policies that provide direction - Executive Order No. 500, s. 1978 which established a career progression and promotion system for public school teachers focused on classroom teaching, and Executive Order 174, s. 2022 which aims to address the long-standing problem of slow promotion among public school teachers.

The role of a teacher has greatly evolved in response to the 21st century learners, implementation of the K-12 Reform, and the institutionalization of the Philippine Qualifications Framework. Given these contexts, there is a need to revise the system of career progression for public school teachers, and anchor on updated qualifications and standards.

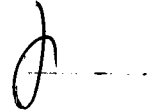
This measure aims to institutionalize a career progression framework to promote professional development and career advancement among public school teachers by expanding their career options in teaching, school administration or supervision. This is to ensure that they remain consistently motivated in providing quality education to learners.

This measure authorizes the creation of new teaching position titles by the Department of Budget and Management, includes the same in the Index of Occupational Services, Occupational Groups, Classes, and Salary Grades, and harmonizes qualification standards for teaching positions in all levels of the public school system.

In recognition of the changing educational demands for our teachers, the immediate passage of this measure is earnestly sought.

  
**RAMON BONG REVILLA, JR.**  


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*Be it enacted by the Senate and 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 the Public School Teachers Act of 2024.*"

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

8  
9           To this end, the State shall implement just and equitable measures to provide  
10          competency-based promotion and salary increases to expand the welfare and  
11          professional growth of public school teachers while advancing the right of each Filipino  
12          to quality education by ensuring that the system of professional advancement  
13          promotes mastery of content and strengthen teaching competencies, geared to  
14          improve teaching and learning process.

15  
16          Sec. 3. *Definition of Terms.* - The following phrases, when used in this Act, shall  
17          have the meanings given to them in this Section, unless the context clearly indicates  
18          otherwise:

- 1 a. "*Career Progression*" shall refer to the professional advancement of a teacher,  
2 including but not limited to, standards-based competencies and skills, position  
3 and stature, remuneration and incentives, and qualifications and development  
4 goals;
- 5 b. "*Career Progression Line*" shall refer to individual tracks of professional  
6 advancement available to teachers under the Career Progression System;
- 7 c. "*Career Progression System*" shall refer to a process of career advancement  
8 based on relevant and material qualitative and quantitative assessment tools;
- 9 d. "*Classroom Teaching Career Line*" shall refer to the career pathway of teachers  
10 involved in classroom teaching;
- 11 e. "*Comprehensive Performance Assessment*" shall refer to a quality assessment  
12 which shall be required as a prerequisite to a teacher's promotion or increase  
13 of salary, as the case may 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 for  
18 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 effectivity of  
21 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;
- 25 j. "*Supervision Career Line*" shall refer to the career pathway of teachers involved  
26 in supervisory functions at the district, division, and regional levels; and
- 27 k. "*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  
29 arts or vocational teachers and all other persons performing supervisory and/or  
30 administrative functions in all schools in the aforesaid levels and qualified to  
31 practice teaching under Republic Act No. 7836, or the "*Philippine Teachers*  
32 *Professionalization Act of 1994*".

1  
2       *Sec. 4. Institutionalization of the Career Progression System for Public School*  
3 *Teachers.* - The Career Progression System for public school teachers is hereby  
4 institutionalized to promote professional development and career advancement among  
5 public school teachers, and define the Career Progression Line of teachers within the  
6 public school system, specifically in the elementary and secondary levels. including  
7 the Senior High School.

8  
9       *Sec. 5. Expanded Career Progression for Public School Teachers.* - The  
10 prospects for a career path for public school teachers in classroom teaching or school  
11 administration are hereby expanded.

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

16       For this purpose, the Civil Service Commission (CSC), Department of Education  
17 (DepEd), including the Teacher Education Council (TEC) and Professional Regulation  
18 Commission (PRC) shall harmonize the qualification standards for teaching positions  
19 in all levels of the public school system, taking into consideration the Comprehensive  
20 Performance Assessment as mandated in this Act.

21  
22       The Department of Budget and Management (DBM) shall create the new  
23 teaching position titles of Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master  
24 Teacher V, and include the same in the Index of Occupational Services, Occupational  
25 Groups, Classes, and Salary Grades.

26  
27       *Sec. 6. Options of Incumbent Head Teachers.* - All Incumbent Head Teachers  
28 may nominate to retain their positions and career progression line under the Current  
29 Career Progression, or otherwise apply for reclassification or retitling of their current  
30 position to the appropriate position under the Expanded Career Progression: *Provided,*  
31 That within one (1) year from the effectivity of this Act, all Incumbent Head Teachers  
32 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.

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 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, School Administration Line and Supervision Career Line, shall be equivalent in terms of salaries, benefits, and other privileges, as follows:

Teaching Career Line	School Administration	Supervisor Career Line
Master Teacher II	School Principal I	Education Supervisor I
Master Teacher III	School Principal II	Public Schools District Supervisor
Master Teacher IV	School Principal III	Chief Education Supervisor
Master Teacher V	School Principal IV	

*Sec. 8. Salary Grade.* - In order to attract and retain the top talents, the present minimum salary grade level of public-school teachers under the DepEd shall be upgraded from Salary Grade 11 to Salary Grade 15. The salary grade levels of those occupying higher positions shall be adjusted accordingly.

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

6  
7           *Sec. 10. Promotion of Teachers.* - Teachers shall be promoted based on merit  
8   and fitness after a comprehensive professional and performance assessment. The  
9   assessment shall be conducted by the Teaching Education Council, who shall evaluate  
10   the teacher based on guidelines set by the DepEd.

11           The evaluation of teachers in the Classroom Teaching Career Line shall consider  
12   subject-area knowledge, pedagogical knowledge, professional teaching ability, and  
13   actual tangible impact on learners. The evaluation of teachers in the School  
14   Administration Career Line shall consider organizational and managerial effectiveness,  
15   in terms of productivity, performance, utility, and efficiency.

16           The DepEd shall formulate clear guidelines, including but not limited to  
17   assessment process, criteria, and point system, on assessing teachers seeking  
18   promotion.

19           The Comprehensive Professional Performance Assessment, including actionable  
20   feedback for improvement, of each teacher shall be made available to the public in  
21   order to foster equal opportunity, transparency, and accountability.

22  
23           *Sec. 11. Remedial Program and Continuing Training for Teachers.* - Teachers  
24   who fail to pass two (2) successive assessments shall be required to undergo a  
25   remedial program with the National Educators' Academy of the Philippines which shall  
26   develop a specific program to address this.

27  
28           The Bureau of Human Resource and Organizational Development (BHRD) of  
29   the DepEd shall ensure continuous improvement of the teachers through relevant  
30   training.

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

5  
6       Sec. 13. *Appropriations.* - The initial amount necessary for the implementation  
7 of this Act shall be charged against the current budget of the DepEd. Thereafter, such  
8 sums as may be needed for the continued implementation of this Act shall be included  
9 in the annual General Appropriations Act (GAA).

10  
11       Sec. 14. *Implementing Rules and Regulations (IRR).* - Within ninety (90) days  
12 from the approval of this Act, the CSC, DBM, DepEd, and PRC shall jointly formulate  
13 and issue the IRR necessary for the effective implementation of this Act.

14  
15       Sec. 14. *Separability Clause.* - If any part, section, or provision of this Act is  
16 held invalid or unconstitutional, other provisions not affected thereby shall remain in  
17 full force and effect.

18  
19       Sec. 15. *Repealing Clause.* - All laws, decrees, orders, rules and regulations or  
20 parts thereof inconsistent with this Act are hereby repealed or amended accordingly.

21  
22       Sec. 16. *Effectivity.* - This Act shall take effect fifteen (15) days after its  
23 publication in the *Official Gazette* or in a newspaper of general circulation.

*Approved,*