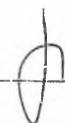


NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



22 JUL 18 A9:39

SENATE
S. No. 678

RECEIVED BY: 

Introduced by Senator Jinggoy Ejercito Estrada

**AN ACT
INSTITUTIONALIZING THE EXPANDED CAREER PROGRESSION SYSTEM
FOR PUBLIC SCHOOL TEACHERS**

EXPLANATORY NOTE

Article XIV Section 5 (4) 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." It further provides under Section 5 (5) 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."

The promotion of the rights and welfare of teachers, particularly those in public school system, is the priority of several laws and executive issuances. Republic Act No. 4670, otherwise known as the "Magna Carta for Public School Teachers" was enacted on June 18, 1966 to, among others, "attract and retain in the teaching profession more people with the proper qualifications". In line with this law, Executive Order No. 500, series of 1978, "Establishing a New System of Career Progression for Public School Teachers" was approved to give emphasis to the importance of classroom teaching and reduce the shifting of qualified and dedicated classroom teachers to administrative responsibilities only to avail of higher compensation. The said system provided for two (2) career lines which are school

administration career and classroom teaching career. The Philippine Professional Standards for Teachers formulated by the Department of Education (DepEd) and the Teacher Education Council ensures the implementation of a well-defined career stages of professional development of teachers and the application of a uniform measure to assess their performance, identify their needs, and provide support for their professional development.


The current career progression system, therefore, provides for the main track of teaching personnel as Teacher I, II and III under Salary Grades 11, 12, and 13, respectively, and Master Teachers I, II, III, and IV under Salary Grades 18, 19, 20, and 21, respectively.

This system established under EO 500, however, needs to be updated in view of the existence of the wide gap between Teacher III and Master Teacher I in terms of qualification requirements and salary. This gap limited the opportunity of occupants of Teacher III positions to career development which caused them to either languish in Teacher III until their retirement, or shift to administration career which consequently deprives the educational system of the skills and expertise of teachers who are supposed to be teaching in classrooms instead of performing administrative and supervisory tasks.

To respond to this gap, Executive Order No. 174 was signed on June 23, 2022, to provide for the Expanded Career Progression System for Public School Teachers. This measure seeks to institutionalize the said Career Progression System to ensure adequate opportunities for public school teachers that is based on merit and competencies. Through the creation of the positions of Teacher IV, V, VI, and VII and Master Teacher V, there will be continuity and expansion of career stages for public school teachers. This will undeniably have a positive effect on their job satisfaction, motivation for work and commitment to public service.

According to the Department of Education (DepEd)¹, during the school year 2020-2021, there are 514,099 public school teachers in elementary level; 288,687 in junior high school; and 74,056 in senior high school. This proposed measure serves as a recognition of their service and dedication in giving quality education to our children.

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



JINGGOY EJERCITO ESTRADA

¹ [Historical-Number-of-Public-School-Teachers-in-All-Level-of-Education.xlsx \(live.com\)](#)

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**AN ACT
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FOR PUBLIC SCHOOL TEACHERS**

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 "*Expanded Career*
2 *Progression System for Public School Teachers Act*".

3 Sec. 2. *Declaration of Policy.* - It is declared the policy of the State to ensure
4 that education receives the highest priority in governance, and that the profession of
5 teaching will attract and retain the best available talents through adequate
6 remuneration and other means of job satisfaction and fulfillment.

7 Sec. 3. *Establishment of the Expanded Career Progression System for Public*
8 *School Teachers.* - The expanded career progression system for public school
9 teachers is hereby established to promote professional development and career
10 advancement among public school teachers, and define the career lines of teachers
11 within the public school system, specifically in the elementary and secondary levels,
12 including Senior High School. The System shall complement other career pathways
13 for professional teachers outside the public basic education school system, as may
14 be defined by the Professional Regulation Commission (PRC), and provide for
15 equivalence in duties, recognition, and compensation for teachers choosing a career
16 line.

1 Sec. 4. *Classroom Teaching Career Line.* – The classes in the Classroom
2 Teaching Career Line shall be as follows:

- 3 (a) Master Teacher I;
- 4 (b) Master Teacher II;
- 5 (c) Master Teacher III;
- 6 (d) Master Teacher IV; and,
- 7 (e) Master Teacher V.

8 Advancement to the Master Teacher I position shall require the attainment of
9 the minimum qualifications prescribed for the position as defined by the Civil Service
10 Commission (CSC), and meeting the teaching proficiency level equivalent to Career
11 Stage III (Highly Proficient) of the Philippine Professional Standards for Teachers.

12 Sec. 5. *School Administration Career Line.* – The classes in the School
13 Administration Career Line shall be as follows:

- 14 (a) School Principal I;
- 15 (b) School Principal II;
- 16 (c) School Principal III; and,
- 17 (d) School Principal IV.

18 The advancement to School Principal I shall require the attainment of the
19 minimum qualifications prescribed for the position as defined by the Civil Service
20 Commission (CSC), meeting the desired proficiency level for school head as defined
21 in the Philippine Profession Standards for School Heads, and passing the school head
22 assessment which shall be conducted for the purpose and administered by the
23 Department of Education (DepEd). In line with this, the incumbents of the following
24 positions may be promoted or reclassified for the abovementioned School Principal
25 positions:

- 26 (a) Assistant School Principal I, Assistant School Principal II, and Assistant
27 School Principal III, who shall be provided with professional
28 development interventions to equip them with the necessary
29 competencies to be full-pledged principals, and shall be given priority
30 in the promotion or reclassification to School Principal positions,
31 subject to existing laws, policies and regulations, and the guidelines to
32 be formulated pursuant to this Order; or,

1 (b) Master Teacher I, who are aspiring for a career in school
2 administration shall be classified, upon promotion, within the School
3 Administration Group.

4 Sec. 6. *Equivalence of Positions.* – The positions in the Classroom Teaching
5 Career Line shall be equivalent to the School Administration Career Line, as follows:

6 Master Teacher V	School Principal IV
7 Master Teacher IV	School Principal III
8 Master Teacher III	School Principal II
9 Master Teacher II	School Principal I

10 Sec. 7. *Creation of Additional Position Titles.* – Upon approval of this Act, the
11 Department of Budget and Management (DBM) shall create the new position titles of
12 Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master Teacher V, and include
13 the same in the Index of Occupational Services, Occupational Groups, Classes and
14 Salary Grades: *Provided,* That if the DBM have already created the said position
15 titles pursuant to Executive Order No. 174 promulgated on June 23, 2022, such shall
16 be considered as compliance to this section of this Act.

17 Sec. 8. *Choice of Career Line.* – The positions of Teacher I to Teacher VII
18 shall form the base of the career system. Upon achieving the qualifications and
19 proficiency level required for Master Teacher I under Section 2 hereof, a teacher
20 may choose to pursue the Classroom Teaching Career Line or the School
21 Administration Career Line. For this purpose, the CSC, DepEd, and PRC shall
22 harmonize the qualification standards for teaching positions in the public school
23 system, specifically in the elementary and secondary levels, including Senior High
24 School.

25 A teacher pursuing a promotion to Master Teacher II shall continue upwards
26 in the Classroom Teaching Career Line while a teacher opting a career as School
27 Principal I shall continue upwards in the School Administration Career Line. The
28 switching from one career line to another shall be allowed, provided that the
29 individual possesses all the necessary qualifications and expected competencies for
30 the other career line. Both the Master Teachers and School Principals may be
31 considered for promotion to the next higher positions in the service.

1 *Sec. 9. Implementing Rules and Regulations.* – Within ninety (90) days from
2 the effectivity of this Act, the CSC, DBM, DepEd and PRC shall jointly formulate and
3 issue the rules and regulations necessary for the effective implementation of this
4 Act.

5 *Sec. 10. Separability Clause.* – If any provision or part hereof is held invalid
6 or unconstitutional, the remainder of the law or the provision or part not otherwise
7 affected shall remain valid and subsisting.

8 *Sec. 11. Repealing Clause.* – Any law, presidential decree or issuance,
9 executive order, letter of instruction, administrative order, rule, or regulation
10 contrary to or inconsistent with the provisions of this Act are hereby repealed,
11 modified, or amended accordingly.

12 *Sec. 12. Effectivity.* – This Act shall take effect fifteen (15) days after its
13 publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,