

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SEVENTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 3092**



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**Introduced by Rep. Winston "Winnie" Castelo**

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#### **EXPLANATORY NOTE**

Laws related to education largely involve teachers in the public educational system. Republic Act No. 4670, Republic Act no. 5168 and Republic Act No. 6758 are examples of these legislated enactments as they directly affect public school teachers or employees in government.

Likewise, there is a dearth of laws that focus on the tertiary level of education in so far as it concerns the recruitment or qualification requirements for those interested to teach at the college level, either in public or private colleges or universities.

Perhaps, it is high time to push for a uniform set of criteria in so far as the qualification requirements for those who would teach in college is concerned, be it in private colleges or universities. This way, there can be a level playing field amongst college faculty members in terms of their recruitment allowing even some to cross one to the other. For example, a college professor in a private university may also qualify in a state college or university and vice versa.

It is important to prescribe qualifications standards that would in turn determine their position classification for purposes of the salary scale they rightfully deserve, whether they teach in government-funded colleges or universities or those privately-run.

This bill, on purpose, jumps off from the recruitment criteria set forth under Republic Act No. 4670 in so far as Sec. 3 (a), (b), (c) since these concerned only the requirements imposed for teachers who teach at kindergarten and elementary grades, secondary schools, and secondary vocational and two years technical courses. In effect, this bill further breaks up Sec. 3 (d) of said RA but this time totally changing the complexion from public to private to become uniform or both.

Author of this bill has in mind setting the minimum educational or academic qualifications for teacher-applicants at the college or university level given the absence of well-established benchmark. The positive externality that may result from this prospective law is that it may effectively raise the quality of education in both public and private educational systems thereby helping address the problem of so-called 'diploma mills.'

The immediate passage of this bill will benefit all professional teachers in private or state colleges or universities and it shall have an equalizing effect that may be helpful in the government's efforts to provide quality college education for the youth and all college students in general.

Hence, passage of this bill is earnestly prayed for and support from all sectors concerned are highly sought.



WINNIE CASTELO

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**AN ACT**

**PRESCRIBING UNIFORM QUALIFICATION STANDARD FOR TEACHERS IN COLLEGES OR UNIVERSITIES  
AND FOR OTHER PURPOSES**

Be it enacted in the Senate and the House of Representatives of the Republic of the Philippines in Congress assembled:

SECTION 1: This Act shall be known as the "Uniform Qualification Standards for Teachers in Colleges or Universities Act of 2016."

SEC. 2. It is the declared policy of the State to build a just and humane society that toward this end, the promotion of the general welfare is essential for their enjoyment.

SEC. 3. This Act shall cover all teachers teaching in colleges or universities, be them private or state colleges or universities with the end in view of a fair standard level of quality education accessible to students and teachers alike.

SEC. 4. Recruitment policy with respect to the selection and appointment of teachers, either in private or state colleges or universities, shall be clearly defined by the Commission on Higher Education. *Provided*, however, that effective upon the approval of this Act, the following shall constitute the minimum educational qualifications for teacher-applicants.

- (a) for teachers in the undergraduate level, bachelor's degree in a field of specialization related to the subject or course taught;
- (b) for teachers in the graduate level, master's degree in a field of specialization related to the subject or course taught;
- (c) for teachers in the post-graduate level, doctoral degree in a field of specialization related to the subject or course taught.

*Provided*, further, that any private or state college or university may require additional qualification requirements such as giving preference to honor graduates from any college or university or higher institution of learning or top placers in licensure, bar or board examinations and those who graduated from top foreign school counterparts and/or administering the requisite written and/or oral examinations and interviews.

*Provided*, further, that other appointment to positions within the college or university's organizational or corporate structure, it shall be decided by way of other

criteria or measurements borne out of tradition or practice by concerned college or university or by generally accepted scientific measurements.

SEC. 5. Any teacher who works at least four hours of classroom teaching a day shall be remunerated in accordance with his regular remuneration and in excess of which, he shall be compensated with a plus twenty-five percent of his regular remuneration as those not engaged in actual classroom instruction who perform in excess of four hours.

SEC. 6. Teachers' salaries shall correspond to the following criteria:

- (a) they shall compare favorably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities;
- (b) they shall be such as to insure teachers a reasonable standard of life for themselves and their families;
- (c) they shall be properly graded so as to recognize the fact that certain positions require higher qualifications and greater responsibility than other; *Provided*, however, that the general salary scale shall be such that the relation between the lowest and highest salaries paid in the profession will be of reasonable order. Narrowing of the salary scale shall be achieved by raising the lower end of the salary scales relative to the upper end.

SEC. 7. The salary scales of teachers across the Philippine educational system in so far as providing quality college education is concerned, shall not be less than those provided for teachers both by the government or private sector.

SEC. 8. The Commission on Higher Education, in coordination with the Professional Regulation Commission, shall issue appropriate guidelines, rules and regulations for the effective implementation of the provisions under this Act.

SEC. 9. All laws, issuances, decrees, executive orders, rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 10. This Act shall take effect upon its publication in the Official Gazette and in at least three newspapers of general circulation thirty (30) days upon its approval.

Approved,