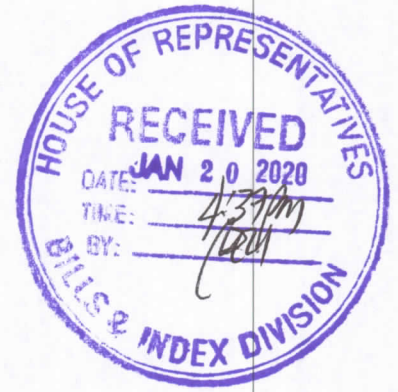


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila



EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. **5963**

Introduced by **HONORABLE STRIKE B. REVILLA**

**AN ACT
CREATING NEW POSITIONS FOR THE TEACHING PERSONNEL IN THE
PUBLIC BASIC EDUCATION SYSTEM, REVISING THE QUALIFICATION
STANDARDS THEREOF AND APPROPRIATING FUNDS THEREFOR**

EXPLANATORY NOTE

Teaching is a profession that builds a strong nation. Teachers are the foundation and most essential actors in the field of education who provide our children with the knowledge, skills and proper disposition that will enable them to become productive, proactive and responsible citizens of our nation. The importance and value of education is recognized in our Constitution under Section 17 of Article II (Declaration of Principles and State Policies) and Article XIV (Education, Science and Technology, Arts, Culture, and Sports Education). The teachers serve as instruments in fulfilling these policies and mandates.

Republic Act No. 4670, otherwise known as "The Magna Carta for Public School Teachers" echoes these policies and priorities of the State, ensuring the promotion and improvement of "the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects".


According to the data from the Department of Education (DepEd), there are 800,451 teachers occupying the positions of Teachers I, II, and III, and Master Teachers I, II, and III as of end of April 2019. During the same period, there are 40,048 vacant positions in this same group. While filling up of vacant positions is imperative in the manpower requirements of our education system, another important concern is the wide gap in the teaching positions, particularly between Teacher III and Master Teacher I.

Currently, positions in the teaching track are composed of Teachers I, II, and III which are under Salary Grades 11, 12, and 13, respectively. The next existing positions in this track are Master Teachers I, II, III, and IV which are under Salary Grades 18, 19, 20 and 21, respectively. Hence, there is a gap of four (4) Salary Grades with corresponding substantial difference in Qualification Standards and hiring requirements between Teacher III and Master Teacher I.

Most of the teachers, therefore, remain languishing in Teacher III while others resort to apply to non-teaching positions to be able to be promoted to higher positions, transfer to private learning institutions, or leave the teaching profession altogether to get more competitive salary. As a result, such limitations in opportunities keep us needing for qualified and dedicated teachers.

This measure seeks to fill in this gap by creating the positions of Teachers IV, V, VI and VII, with corresponding Salary Grades 14, 15, 16, and 17, respectively, in order to provide a gradual and continuous career progression in the teaching track. This proposal intends to expand the opportunities for the teachers with corresponding realistic, reasonable and righteous Qualification Standards and appropriate recognition of the teachers' service and performance.

For the benefit of our selfless and devoted teachers, the immediate passage of this bill is highly recommended.


REP. STRIKE B. REVILLA
2nd District, Cavite

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Be it enacted by the Senate and House of Representative of the Philippines in Congress assembled:

Section 1. *Short Title.* - This Act shall be known as the “*Teachers’ Salary Upgrading Act*”.

Sec. 2. *Declaration of Policy.* – It is the policy of the State to ensure that education receives the highest priority in governance, and that the profession of teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfilment.

Sec. 3. *Creation of New Positions for Public Basic Education Teachers.* – The following positions for the teaching personnel in the public basic education system are hereby created:

Position	Salary Grade
Teacher IV	14
Teacher V	15
Teacher VI	16
Teacher VII	17

Sec. 4. *Revision of Existing and Creation of New Qualification Standards.* – The Department of Education (DepEd) and the Department of Budget and Management (DBM), in coordination with the Civil Service Commission (CSC) shall revise the existing qualification standards and create new ones for the newly created positions for the teaching personnel in the public education system.

Sec. 5. *Review of Existing Positions and Reclassification of Qualified Teachers.* – The DepEd shall review the current positions and qualifications of public school teachers and shall reclassify teachers to the position where they qualify. Reclassification shall undergo the employee assessment process to validate and assess the expected competencies required for teachers, such as actual demonstration teaching for classroom observable indicators and portfolio assessment for non-classroom observable indicators.

Under this Act, teachers may be reclassified to a position or salary grade where he or she qualifies, regardless of number salary grades from his or her current position as allowed under the 2017 Omnibus Rules on Appointments and Other Human Resource Actions (Revised July 2018). Thereafter, existing rules and regulations of the Civil Service Commission regarding hiring and promotion shall apply.

Sec. 6. *Funding.* – The amount necessary for the implementation of this Act shall be sourced from the budget of the DepEd.

Sec. 7. *Implementing Rules and Regulations.* – DepEd, in coordination with DBM and CSC, shall formulate the necessary rules and regulations for the implementation of this Act.

Sec. 8. *Separability Clause.* – If any provision or part hereof is held invalid or unconstitutional, the remainder of the law or the provision or part not otherwise affected shall remain valid and subsisting.

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

Sec. 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved