

AN ACT TO STANDARDIZE THE SALARIES OF PUBLIC SCHOOL TEACHERS AND AUTHORIZING APPROPRIATION OF FUNDS THEREFOR.

REPUBLIC ACT NO. 5168, August 04, 1967

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

SECTION 1. This Act shall be known as the "Public School Teachers Salary Standardization Act of 1967."

SEC. 2. The term "public school teachers" as used in this Act and as herein otherwise provided, shall be limited to persons actually engaged in classroom teaching and those performing administrative and/or supervisory functions over particular phases of instruction or subject areas, or of particular schools or districts in the Bureau of Public Schools and the Bureau of Vocational Education.

The term "public school teachers" shall likewise include officials and employees in the Bureau of Private Schools performing supervisory functions over schools or over particular phases of instruction or subject areas whose salaries are paid from national funds.

SEC. 3. The minimum to maximum rates of compensation of officials and employees covered under this Act are hereby fixed in accordance with schedule "B" hereto attached as an integral part of this Act.

SEC. 4. Salary Schedule.—The position classification and the "corresponding salary ranges are fixed as follows:

Agricultural School Department Head (college)

Group I

General Education Supervisor III

General Secondary School Principal III

Range 56—P9,288 (min.) —P11,328 (max.)

Group II

Division Academic Supervisor.

General Education Supervisor II

Curriculum Coordinator II

Vocational Education Supervisor

Community Adult Education Supervisor II

Private Schools Vocational Education Supervisor

Private Schools Curriculum Coordinator II

School of Arts and Trades Department Head (college)

Fisheries School Department Head (college)

Supervisor of Student Teaching Home Industries Training Supervisor

Trade School Principal III

Range 54—P8400 (min.) —P10260 (max.)

Group III

Dean of Students I

Range 53—P7992 (min.)—P9756 (max.)

Group IV

General Education Supervisor I

Grades Supervisor

Community and Adult Education Supervisor I

General Secondary Principal II

Special School Principal

Vocational Placement Coordinator

Curriculum Coordinator I

Private Schools Area Supervisor

Private Schools Curriculum Coordinator I

Test Constructor

Educational Researcher

Supervising Librarian

Senior Librarian

Private Schools Supervising Librarian I

Teacher Credentials Evaluator

Fisheries School Principal II

Secondary Agricultural School Principal II

Trade School Principal II

Vocational Instruction Supervisor II—3

Range 51—P7236 (min.)—P8832 (max.)

Group V

Public School District Supervisor Instructor III

Vocational Instruction Supervisor III-2 College Librarian 3

Range 50—P6888 (min.)—P8400 (max.)

Group VI

General Secondary Principal I

Secondary Agriculture Principal I

Fisheries Secondary Principal I

Trade School Principal I

Secondary School Head Teacher III-4

Elementary School Principal III

Assistant Supervisor of Student Teaching Assistant General Secondary Principal II

Vocational Instruction Supervisor II-1

Range 49—P6552 (min.)—F7992 (max.)

Group VII

Instructor II

Assistant General Secondary Principal I

College Librarian 2

Secondary School Head Teacher III—3

Range 48—P6240 (min.)—P7608 (max.)

Group VIII

Elementary School Principal II

Elementary School Principal II

Assistant Special School

Principal Supervising

Home Economics Demonstrator

Assistant Curriculum Coordinator

Secondary School Head Teacher

IT-5 Junior College Instructor

5 Crafts Demonstrator II

Secondary School Head Teacher III-2

Range 47—P5928 (min.)—P7236 (max.)

Group IX

Instructor I

Secondary School Head Teacher II-4

Junior College Instructor 4 College Librarian I

Range 45—P5376 (min.)—P6552 (max.)

Group X

Elementary School Principal I

Secondary School Head Teacher II—3

Junior College Instructor 3

Secondary School Head Teacher 1-5

Special Education Teacher 5

Guidance Coordinator 5

Elementary School Head Teacher 5

School Farming Coordinator 5

Secondary School Head Teacher III—1

Range 44—P5112 (min.)—P6240 (max.)

Group XI

Assistant Instructor

Secondary School Department Head I

Special Education Teacher 4

Guidance Coordinator 4

Secondary School Head Teacher 1-4

Elementary School Head Teacher 4

School Farming Coordinator 4

Range 42—P4632 (min.)—P5640 (max.)

Group XII

Secondary School Teacher 5

Elementary Grades Teacher 5

Special Education Teacher 3

Guidance Coordinator 3

Elementary School Head Teacher 3

School Librarian 5 Guidance Counselor 5

Kindergarten Teacher 5

Secondary School Head Teacher II—2

Junior College Instructor 2

Secondary School Head Teacher 1-3

School Farming Coordinator 3
Range 41—P4404 (min.)—P5376 (max.)

Group XIII
Secondary School Teacher 4
Elementary Grades Teacher 4
School Librarian 4
Guidance Counselor 4
Kindergarten Teacher 4
Range 40—P4188 (min.)—P5112 (max.)

Group XIV
Secondary School Teacher 3
Elementary Grades Teacher 3
Special Education Teacher 2
Guidance Coordinator 2
Elementary School Head Teacher 2
Secondary School Head Teacher 1-2
School Librarian 8
Guidance Counselor 3
Kindergarten Teacher 3
School Farming Coordinator 2
Crafts Demonstrator I
Range 38—P3792 (min.)—P4632 (max.)

Group XV
Secondary School Head Teacher II—1
Junior College Instructor I
Range 37—P3612 (min.)—P4404 (max.)

Group XVI
Secondary School Teacher 2
Elementary Grades Teacher 2
School Librarian 2
Guidance Counselor 2
Kindergarten Teacher 2
Range 36—P3432 (min.)—P4188 (max.)

Group XVII
Special Education Teacher I
Guidance Coordinator I
Elementary School Head Teacher I
Secondary School Head Teacher 1-1
School Farming Coordinator
Range 35—P3264 (min.)—P3984 (max.)

Group XVIII
Secondary School Head Teacher II—1

Elementary Grades Teacher 1
School Librarian 1
Guidance Counselor 1
Kindergarten Teacher 1
Range 32—P2808 (min.)—P3432 (max.)

SEC. 5. Salary Adjustment to the Minimum Rates.— The salary adjustment from existing rates to the minimum as provided under this new salary schedule shall cover a period of five years, starting with the existing minimum rate of the range of the position to the minimum rate under the new schedule as indicated in Schedule "A" hereto attached and made a portion of this Act: Provided, That the length of the period or the number of years for any 'official or employee to reach the minimum as herein provided will depend on the step to which his existing salary may properly be classified: Provided, further, That should the existing salary rate be between authorized rates in the five-year pre-minimum schedule, the same shall be adjusted to the rate of the proper step without the official or employee suffering a reduction in salary thereby.

SEC. 6. Salary Progression from Minimum to Maximum. —The salary progression from minimum to maximum shall consist of four steps, each succeeding step to be granted automatically after three years of service: Provided, That the progression from minimum to the maximum of the salary scale shall not extend beyond a period of ten years subject to the provisions of Section 8 of this Act.

SEC. 7. New Appointments.—The rate of salary of new appointees and those promoted to new positions shall not be lower than the rates fixed for officials and employees holding such positions on the date of effectivity of this Act.

SEC. 8. Acceleration of Automatic Increases.—The three-year period required for automatic increase in salary from one step to the next as provided in Section six of this Act may, upon the approval of the Secretary of Education, be accelerated to no sooner than two years in favor of deserving officials and employees in recognition of outstanding services in accordance with such rules as the Secretary of Education may prescribe.

SEC. 9. All incumbent officials and employees covered by this Act shall be entitled to salary adjustments as herein provided without the necessity of a new appointment. Special orders relative to salary adjustments under this Act shall, however, be furnished to all offices concerned by the Secretary of Education.

SEC. 10. The rate of salary of any official or employee occupying an existing position or one which may be created after the approval of this Act which is not included or specified in Section four of this Act shall be determined by the Secretary of Education upon the recommendation of the respective Bureau head concerned as to the proper classification, of such positions in accordance with the WAPCO classification and pay plan.

SEC. 11. Appropriation.—There is hereby authorized to be appropriated out of any funds in the National Treasury not otherwise appropriated, the sum of Twenty Million Pesos (P20,000,000.00) annually for five consecutive fiscal years, starting with the fiscal year 1969-1970, to effect the initial adjustment of salaries of all officials and employees covered by this Act to the minimum rates as herein provided: Provided, That to cover any deficiency in the annual national appropriations for said purpose, there shall be set aside from the aggregate savings of the Bureaus concerned the sum of not less than Five Million Pesos (P5,000,000.00) annually for the corresponding five-year period.

SEC. 12. To provide funds for the implementation of the ten-year program of salary progression from the minimum to maximum rates as provided in Section six hereof, there shall be appropriated in the annual General Appropriations Act the sum of Five Million Pesos (P5,000,000.00) annually, for ten consecutive fiscal years,

starting with the fiscal year Immediately following the full adjustment of salaries to the minimum rates, which shall be used exclusively to meet the automatic step increases in salary from minimum to maximum during the ten-year period as provided herein: Provided, That any deficiency in said fund during the ten-year period of implementation of the progression from minimum to maximum as herein provided, shall be covered from the aggregate savings of the bureaus concerned.

SEC. 13. All Acts or parts of Acts contrary to or inconsistent with the provisions of this Act are hereby repealed or amended accordingly.

SEC. 14. This Act shall take effect upon its approval.

Approved, August 4, 1967.

Schedule A

SALARY ADJUSTMENT

The Five-Year Pre-Minimum Salary Schedule

Pre-Adjusted

Adjusted

WAPCO Min.Pre Adjusted

1st

2nd

3rd

4th

5th

Range

Range

Range

Yr.

Yr,

Yr.

Yr.

(m£)

46

56

5640

6369

7039

7768

8498

9288

44

54

5112

5769

6427

7084

7742

8400

43

53

4860

5486

6112

6739

7365

7992

42

51

4632

5152

5673

6194

6715

7236

41

50

4404

4900

5379

5894

6391

6888

40

49

4188

4660

5133

5606

6079

6552

39

48

3984

4435

4886

5337

5788

6240

38

47

3792

4219

4646

5073

5500

5928

37

45

3612

3964

4317

4670

5023

5376

36

44

3432

3768

4104

4440

4776

5112

35

42

3264

3537

3811

4084

4358

4632

34

41

3108

3367

3626

3S85

4144

4404

33

40

2952

3199

3446

3693

3940

4188

32

38

2808

3004

3201

3398

3595

3792

31

37

2676

2863

3050

3237

3424

3612

30

36

2544

2721

2899

3076

3254

3432

29

35

2424

2592

2760

2928

3096

3264

28

34

2304

2464

2625

2786

2947

3108

27

32

2196

2318

2440

2563

2685

2808

Schedule B

SALARY PROGRESSION—MINIMUM TO MAXIMUM

WAPCO

Range

(Min.)

Step 1

Step 2

Step 3

Step 4

56

9288

9756

10260

10776

11328

55

8832

9288

9756

10260

10776

54

8400

8832

9288

9756

10260

53

7992

8400

8832

9288

9756

52

7608

7992

8400

8832

9288

51

7236

7608

7992

8400

8832

Range

(Min.)

Step 1

Step 2

Step 3

Step 4

(Max.)

50

6888

7236

7608

7992

8400

49

6552

6888

7236

7608

7992

48

6240

6552

6S88

7236

7608

47

5928

6240

6552

6888

7236

46

5640

5928

6240

6552

6888

45

5376

5640

5928

6240

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44

5112

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5928

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4860

5112

5376

5640

5928

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4632

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5112

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4404

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4860

5112

5376

40

4188

4404

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5112

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3984

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4860

38

3792

3984

4188

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37

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