

RELATIVE TO THE COMPENSATION OF PUBLIC SCHOOL TEACHERS

LETTER OF INSTRUCTION NO. 502, January 29, 1977

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TO:

The Secretary of Education and Culture
The Acting Commissioner of the Budget
The Chairman, Civil Service Commission

WHEREAS, there are 259,618 public school teachers, active participants in major government programs not only in teaching but also in population education, "Operation Timbang", "Alay-Tanim", referenda, and other activities requiring mass effort;

WHEREAS, the compensation of teachers have lagged behind cost of living and private sector compensation;

WHEREAS, the Calendar Year 1977 budget provides for some salary adjustment funds:

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, do hereby order and direct:

- The upgrading by one salary range, or 5%, of salaries of all classes of positions under the Teachers Preparation Pay Schedule, effective January 1, 1977 and as exemplified in the attached listing.
- The implementation in full of the policy of automatically upgrading salary of teachers with advanced academic preparation and teaching or equivalent experience, as embodied in their respective Equivalent Record Forms (ERF), effective January 1, 1977.
- The development and implementation of a system of onestep merit increases to be given to teachers showing exemplary performance during the past 2 1/2 years, as reflected in Performance Rating Sheets and other means of evaluation, effective the time of approval.
- The development and implementation of a two-pronged compensation plan for teachers and administrators, with the aim of (a) adopting the Teachers Preparation Pay Schedule for the teaching, supervision/planning and administrative groups, and (b) providing allowances and other forms of additional compensation to personnel covered by the Teachers Preparation Pay Schedule and who are assigned supervision/planning and administration responsibilities, effective the time of determination and circularization.
- The amount of P157 million to be set aside within the CY 1977 budget appropriated under P. D. No. 1050, for the implementation of the compensation package for teachers, to be earmarked as follows: (a) P86 million—range upgrading, and ERF implementation, (b) P64 million for the entire year-selective merit increases, and (c) P7 million for the entire year—two-pronged compensation program for teachers and administrators.

Done in the City of Manila, this 29th day of January, in the year of Our Lord, nineteen hundred and seventy-seven.

(Sgd.) FERDINAND E. MARCOS

President Republic of the Philippines

TEACHERS PREPARATION PAY SCHEDULE
SALARY RANGE INCREASE AS OF JANUARY 1, 1977
EXAMPLES (AMOUNTS PER ANNUM)

Number
of
Persons

Title

From

To

Increase

1.

151,368

Elementary Grades Teachers 3

P5,112

P5,376

P264

2.

59,874

Elementary Grades Teachers 4

5,640

5,928

288

3.

28,408

Elementary Grades Teachers 5

5,928

6,240

312

4.

120

Guidance Counselors 3

5,112

5,376

264

5.

42

Guidance Counselors 4

5,640

5,928

288

6.

150

Guidance Counselors 5

5,928

6,240

312

7.

4,586

Secondary School Teachers 3

5,112

5,376

264

8.

3,439

Secondary School Teachers 4

5,640

5,928

288

9.

1,146

Secondary School Teachers 5

5,928

6,240

312

10.

1,174

Elementary School Head Teachers 3

5,928

6,240

312

11.

1,929

Elementary School Head Teachers 4

6,240

6,552

312

12.

2,983

Elementary School Head Teachers 5

6,552

6,888

336

13.

76

Guidance Coordinators 3

5,928

6,240

312

14.

56

Guidance Coordinators 4

6,240

6,552

312

15.

175

Guidance Coordinators 5

6,552

6,888

336

16.

43

School Farming Coordinators 3

5,928

6,240

312

17.

28

School Farming Coordinators 4

6,240

6,552

312

18.

14

School Farming Coordinators 5

6,552

6,888

336

19.

133

Secondary School Head Teachers I

5,928

6,240

312

20.

87

Secondary School Head Teachers I

6,240

6,552

312

21.

46

Secondary School Head Teachers I

6,552

6,888

336

22.

1

Special Education Teachers 3

5,928

6,240

312

23.

2

Special Education Teachers 4

6,240

6,552

312

24.

72

Special Education Teachers 5

6,552

6,888

336

26.

33

Junior College Instructors 3

6,552

6,888

336

27.

53

Junior College Instructors 4

6,888

7,236

348

27.

40

Junior College Instructors 5

7,608

7,992

384

28.

16

Teacher Training Instructors 3

6,552

6,888

336

29.

20

Teacher Training Instructors 4

6,888

7,236

348

30.

26

Teacher Training Instructors 5

7,608

7,992

384

31.

63

Secondary School Head Teachers II-3

6,552

6,888

336

32.

33

Secondary School Head Teachers II-4

6,888

7,236

348

33.

30

Secondary School Head Teachers II-5

7,608

7,992

884

34.

5

Secondary School Head Teachers III-3

7,608

7,992

384

35.

5

Secondary School Head Teachers III-4

7,992

8,400

408

36.

10

Secondary School Head Teachers III-5

8,400

8,832

432

37.

10

Vocational Instruction Supervisors I-3

7,608

7,992

384

38.

17

Vocational Instruction Supervisors I-4

7,992

8,400

408

39.

27

Vocational Instruction Supervisors I-5

8,400

8,832

432

40.

3

Secondary School Head Teachers IV-5

8,400

8,832

432

41.

24

School Librarians 3

5,112

5,376

264

42.

15

School Librarians 4

5,640

5,928

288

43.

11

School Librarians 5

5,928

6,200

312

44.

6

Junior College Librarians 3

6,552

6,888

336

45.

3

Junior College Librarians 4

6,888

7,236

348

46.

3

Junior College Librarians 5

7,608

7,992

384

47.

8

Assistant Instructors

6,200

6,552

312

48.

182

Instructors I

6,888

7,236

348

49.

268

Instructors II

7,992

8,400

408

50.

10

Instructors III

8,400

8,832

432

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