

ESTABLISHING A NEW SYSTEM OF CAREER PROGRESSION FOR PUBLIC SCHOOL TEACHERS

EXECUTIVE ORDER NO. 500, March 21, 1978

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WHEREAS, there is need to encourage excellent teachers to remain as classroom teachers;

WHEREAS, the existing system paradoxically removes from the classroom those who are recognized for excellence in classroom teaching;

WHEREAS, it is necessary to recognize the teaching ability of teachers not by promoting them or shifting them to administrative responsibilities;

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, do hereby order the following measures to establish a new system of career progression for public school teachers:

Section 1. Statement of Policy. – It is necessary to establish a system of career progression and promotion for public school teachers that attaches a premium to classroom effectiveness, and that allows teachers to remain in the classroom while advancing in stature and compensation. Classroom teachers shall be given the option of choosing alternative career lines in School Administration or in Classroom Teaching, for purposes of advancement. The system shall provide for equivalence in duties, recognition and compensation, for persons choosing either career line.

Section 2. School Administration Career. A classroom teacher opting for a career in school administration shall be classified, upon promotion, within the School Administration Group. The existing classes in the Group shall be maintained, consisting of District Supervisor, Elementary Principal III, Elementary Principal II, and Elementary Principal I or Head Teacher, unless otherwise modified pursuant to existing rules and regulations.

Section 3. Classroom Teaching Career. – New classes in the Teaching Group shall be created as follows: Master Teacher I, Master Teacher II, Master Teacher III and Master Teacher IV. A Classroom teacher opting for a career in classroom teaching shall be classified, upon promotion, within these new classes in the Teaching Group.

Section 4. Equivalence in Classes. The new classes in the Teaching group shall be equivalent to existing classes in the School Administration Group as follows, until modified under existing rules and regulations:

District Supervisor – Master Teacher IV

Elementary Principal III – Master Teacher III

Elementary Principal II – Master Teacher II

Elementary Principal I or Head Teacher 5 – Master Teacher I

Section 5. Choice of Career Path. The position of elementary grade teacher shall form the base of the career system. At the proper time, an elementary grade teacher may be promoted either to Master Teacher I or to Elementary Principal – Head Teacher thus committing the teacher to his chosen career path. Individuals who

become Elementary Principal or Head Teacher shall continue upwards in the School Administration Career line while teachers who become Master Teacher I shall continue upwards in the Classroom Teacher Career line: Provided, That there shall be no switching from one career line to another unless it is clearly demonstrated that the individual possesses all the necessary qualifications for the other career line, that exceed those of individuals who otherwise may also be considered for any existing vacancy: Provided, Further, that both District Supervisors and Master Teachers IV may be considered for promotion to the next higher position in the service.

Section 6. Professional Administrators. Recognizing the existence of School Administration as a new professional field, a new Professional Teacher may be appointed to an administrative position in the School Administration Career line e.g., as Head Teacher, upon passing an examination which shall be given for the purpose and administered jointly by the Civil Service Commission and the Department of Education and Culture: Provided, That the new appointee meets the other qualifications required for the position and that elementary grade teachers in the service may also take such examination in order to qualify for administrative positions, and Provided, Further, that present incumbents of Head Teacher positions who aspire for promotion to higher positions in the professional administration field shall likewise be required to take appropriate examination for the purpose of determining their competence for the positions.

Section 7. Creation of Master Teacher Positions. The Itemization of Personal Services of the National Government shall provide for the creation of Master Teacher positions in order to implement this Executive Order: Provided, That no less than 15,000 Master Teacher I positions shall be created beginning School Year 1979-80 and that an adequate number of higher Master Teacher positions shall be created beginning School Year 1980-81, subject to availability of funds.

Section 8. Rules and Regulations. The rules and regulations necessary for effective implementation of this Executive Order shall be promulgated by the Civil Service Commission, the Department of Education and Culture and the Budget Commission.

Section 9. Effectivity. This Executive Order shall take effect immediately.

DONE in the City of Manila, this 21st day of March, in the year of Our Lord, nineteen hundred and seventy-eight.

(SGD.) FERDINAND E. MARCOS

President of the Philippines

By the President:

(SGD.) JACOBO C. CLAVE

Presidential Executive Assistant

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