Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Batasan Hills, Quezon City

EIGHTEENTH CONGRESS  
First Regular Session

HOUSE RESOLUTION No. 47

Introduced by  
ACT Teachers Party-List Rep. FRANCISCO I. CASTRO,  
BAYAN MUNA Party-List Rep. CARLOS ISAGANI T. ZARATE,  
Rep. FERDINAND GAITA and Rep. EUSEBIA C. CULLAMAT,  
GABRIELA Women’s Party Rep. ARLENE D. BROSAS,  
and KABATAAN Party-List Rep. SARAH JANE I. ELAGO

RESOLUTION  
DIRECTING THE DEPARTMENT OF EDUCATION TO REPORT TO THE COMMITTEE ON  
BASIC EDUCATION AND CULTURE ON ITS POLICIES ON THE PROMOTION OF  
TEACHING PERSONNEL

WHEREAS, the 1987 Constitution, Article XIV, Section 5, provides that the State shall  
enhance the right of teachers to professional advancement. The State shall assign  
the highest budgetary priority to education and ensure that teaching will attract and  
retain its rightful share of the best available talents through adequate remuneration  
and other means of job satisfaction and fulfillment;

WHEREAS, Section 1 of the Magna Carta for Public School Teachers or Republic Act  
4670 states the state policy “to promote and improve the social and economic status  
of public school teachers, their living and working conditions, their terms of  
employment and career prospects in order that they may compare favorably with  
existing opportunities in other walks of life, attract and retain in the teaching  
profession more people with the proper qualifications, it being recognized that  
advance in education depends on the qualifications and ability of the teaching staff  
and that education is an essential factor in the economic growth of the nation as a  
productive investment of vital importance;
WHEREAS, promotion has long been the subject of complaints from public school teachers, who allege that the process of promotion in DepEd is slow, that DepEd imposes numerous or more years, with most teachers even retiring still as Teacher I. DepEd records as of 2017 show that out of the total 687,229 teaching population, 360,205 or more than half are Teacher I. Only 50,471 items, or 7.3% of the total, are occupied by Master Teachers (MT I to MT III);

WHEREAS, these demographics show that there is nearly no assurance for promotion or career progression in DepEd;

WHEREAS, this problem is exacerbated yearly with the allotment of few items for higher positions. Under the 2018 budget, for instance, the allocation for the promotion of Master Teachers will only accommodate up to 344 Master Teachers;

WHEREAS, another situation in the field is that those assigned “in exigency of the service” as teachers of subjects outside their specialization or major cannot use their experience as such, following the qualification standards set by for higher positions;

WHEREAS, current DepEd rules on reclassification and upgrading of positions limit the number of Master Teachers and Head Teachers who can be promoted. For instance, Master Teachers I and II in elementary schools should not exceed 10% (6.6% for MT I and 3.3% for MT II) of the total number of Teachers I, II and III in the district (DECS Order 51, series of 1999);

WHEREAS, the government and DepEd offer limited opportunities for self-improvement of teachers such as free scholarship, research grants, free graduate studies and other improvement plans which will aid the teacher in merit promotion;

WHEREAS, there is a need for clarification and to check the existing policies and procedures to ensure professionalization of teachers and quality of education.

NOW, THEREFORE, BE IT RESOLVED as it is hereby resolved, that the House of Representatives direct the Department of Education to report to the Committee on Basic Education and Culture on its policies on the promotion of teaching personnel.
Adopted,

Rep. FRANCIS L. CASTRO
ACT Teachers Party-List

Rep. CARLOS ISAGANI T. ZARATE
BAYAN MUNA Party-List

Rep. FERDINAND GAITE
BAYAN MUNA Party-List

Rep. EUFEMIA C. CULLAMAT
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Rep. ARLENE D. BROSAS
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Rep. SARAH JANE I. ELAGO
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