

**[ EXECUTIVE ORDER NO. 500, March 21, 1978 ]**

**ESTABLISHING A NEW SYSTEM OF CAREER PROGRESSION FOR  
PUBLIC SCHOOL TEACHERS**

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