



NEW DEAL?

A Report

Manila, Philippines
January 3, 1947.

The President
Philippine Public School Teachers' Association
Association
Manila

Sir:

The Committee on Improving the Teachers' Lot and Welfare has the honor to submit the following recommendations. At the outset, the Committee desires to acknowledge the kindness of Mr. Venancio Trinidad, Superintendent of City Schools, Manila, for allowing the Committee to use his report on the same topic for its reference. Portions

of the said report are adopted in this report.

The Committee is of the opinion that the following recommendations for improving the teachers' lot and welfare are feasible under present conditions.

1. The approval of the proposed salary schedule submitted by the Director of Education to the Philippine Congress. This schedule is as follows:

POSITIONS	GRADE	SALARY RANGE
Principal and supervisor, technical school	4, 3, 2	P230—350
Secondary principal, secondary supervisor, division supervisor, and Manila city supervisor	4, 3, 2	P230—350
District supervisor, supervising principal, normal instructor, Manila City elementary principal	5, 4	P160—245
Secondary classroom teachers, elementary school principals, division office chief clerk, and division property clerk..	6, 5, 4	P120—200
Critic teachers, normal school	6, 5	P120—290
Elementary school teachers and head teachers	7, 6	P 80—150
Teacher nurse and head nurse	7, 6	P 80—150
Division chief, assistant chief of division, General Office..	3, 2, 1	P260—500
Division superintendent & superintendent of national schools.	3, 2, 1	P260—500
General Office supervisors	3, 2	P260—400
Principals & registrars of normal schools	4, 3, 2	P230—350

2. That an automatic increase of P10 be granted each teacher after every five years of service, provided the maximum salary allocated to the position is not exceeded. This plan will not preclude the granting of more frequent increases to exceptional teachers.

3. That to encourage growth, creativeness, and initiative on the part of the

teachers, the rulings of the Salary Board be revised so as to permit the Division Superintendents or the Director of Education to grant increases or salary promotions for meritorious and highly efficient service.

4. That the schools be provided with permanent sources of income, such as land grants, exclusive school taxes, and

other educational taxes such that they will not be dependent on yearly legislation for appropriations. This scheme will permit long-range planning for the expanding school system.

5. That teachers who are required to render service during vacation periods be given honoraria instead of service credits. It is believed that sufficient funds for this purpose may be obtained from the salary savings of the Bureau of Education.

6. That savings and loan associations as well as teachers' cooperatives be established as soon as possible.

7. That week-end classes be conducted in each division under the direct charge of the Division Superintendent of Schools for the benefit of teachers lacking in professional qualifications. Teachers and supervisors assigned to teach in these classes should be given honoraria equivalent to one day's salary for every two hours of service. The funds for this purpose may be acquired from tuition fees of teachers enrolled in these classes. Credits earned should be counted toward the completion of the normal curriculum.

8. That temporary teachers who attend summer classes either in public institutions or in private schools be allowed to receive their full salary while in attendance in such classes.

9. That official time be given to teachers attending teachers' conventions

and conferences of educational significance.

10. That the teachers' load, which should include actual teaching periods, assignment in extra-curricular activities, and other school assignments, should not exceed five hours a day, five days a week.

11. That the pre-war ratio of five teachers for every three classes be returned in the intermediate grades.

12. That a disability or death compensation equivalent to one year's salary be provided for every teacher.

13. That free housing facilities or quarter allowances be provided for teachers assigned in other towns.

14. That the Teachers' Pension System be revived.

15. That the use of government funds for the purchase of professional and cultural books and magazines in each division be approved.

16. That a teachers' BILL OF RIGHTS embodying these recommendations be promulgated as soon as possible.

Respectfully submitted,

JUAN S. PAGUIO
Chairman

CONRADO YABUT, *Member*
ARTURO GARCIA, *Member*

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