



December 28, 2017

DIVISION MEMORANDUM

NO. 894, s. 2017

CLARIFICATION REGARDING TEACHING WITHOUT PRC LICENSE

**TO: Assistant Superintendents
Chiefs/EPSSs/Coordinators/SEPSs/ EPS IIs
Public Schools District Supervisors/OICs
Secondary/Elementary/Integrated School/s Heads/TICs
All Others Concerned**

1. This Office hereby informs the fields and other concerned teachers that **teaching without a valid PRC license** is only allowed to the following group of teachers:

1.1 those who are teaching senior high school or hired as senior high school teachers whose appointments are **PROVISIONAL** in nature as provided under Section 8 paragraph (a) of **RA 10533** (Enhanced Basic Education Act of 2013); and

1.2 those who are graduates of science and mathematics or DOST scholars under **RA 10612** (Fast-Tracked S&T Scholarship Act of 2013) and/or **RA 7687** (Science and Technology Scholarship Act of 1994) as amended by **RA 8248**.

2. Since the appointments of the above-mentioned teachers are **provisional in nature** due to **eligibility requirement** their appointments **must be RENEWED every school year**. Every school year, the performance or teaching skills of those teachers must be observed twice or they should be rated two times (every five months as regards to their RPMS) in a given school year in accordance to the **2017 Omnibus Rules on Appointments of the CSC** due to the fact that their appointments are considered **temporary** in nature every school year. If the performance/s of those teachers are **UNSATISFACTORY**, they **should not be renewed**.

3. In case of **nonrenewal**, reports by the **rater/school head or master teacher** (as the case may be) on job-related critical incidents and on unsatisfactory conduct or behavior of the appointee or teacher must be compiled and submitted such as **irregular punctuality and attendance, neglect of duty, misconduct, insubordination, habitual tardiness and absenteeism** or anecdotal reports must be submitted to the **HR Section**, stating that there is **want of capacity** on the part of the teacher who is in provisional status such as the **failure of the teacher to perform the duties and responsibilities** based on the **standards of work outputs as agreed upon and reflected in the duly signed performance targets** despite the **developmental intervention (mentoring/coaching)** provided by the school head or immediate supervisor.

4. If the teacher is considered for **nonrenewal** (of appointment), he or she should be **notified in writing** duly attaching the reports of **unsatisfactory performance, job-related critical incident** or **want of capacity reports** by the school head or immediate supervisor at **least 15 calendar days** prior to the **last day or end of the school year**.

5. They (provisional teachers) can only be renewed if the performance in the preceding school year is at least **SATISFACTORY**. The two performance ratings (evaluation reports) must be submitted to the **HR Section** during the renewal of a **PROVISIONAL** appointment.

6. They are only given **five (5) years** to pass the Licensure Examination for Teachers (LET) after their date of hiring, however if those graduates or teachers are willing to teach on part-time basis, the provisions of LET shall no longer be required (teaching part-time depends on the need of the school).

7. Other teachers who are not covered under **items 1.1. and 1.2** as stated above, must have a **valid PRC teaching license**.

8. Reminders are hereby given that:

8.1 Those who were already teaching **ten (10) years or more under RA 4670** (Magna Carta for Public School/s Teachers) or **five (5) years or more under RA 7836** (Philippine Teachers Professionalization Act of 1994) were only given until **September 20, 2000** by the Board of Professional Teachers to **register without examination to the PRC**. Those teachers who did not bother of going to the PRC during the **reglementary period** and pay the corresponding fees (for whatever reason/s) in order to obtain a valid teaching license should be advised to voluntarily **RESIGN or RETIRE** from the service. Principals/school heads and district supervisors should provide appropriate **exit counseling** to those teachers instead of advising them to visit in the Division Office. They could no longer **register without examination** as of this time due to **ABANDONEMENT OF RESPONSIBILITY**.

8.2 However, if there are teachers in the fields who **do not have a valid PRC license** but they are holders of the **GURO CERTIFICATE** or **certificate of eligibility as a teacher** issued by the Civil Service Commission or Department of Education, Culture and Sports (DECS) or **holders of the PBET** (Professional Board Examination for Teachers) **teaching license** under the then DECS pursuant to **Presidential Decree (PD) 1006**, principals/school heads and district supervisors must advise them to go to the PRC and bring those documents so that they can be given the teaching license upon payment of the corresponding fees thru **accreditation or equivalency pursuant to RA 9293** (An Act Amending Certain Sections of RA 7836, passed in 2003). **There is no need for them to cry, voluntarily resign or avail of early retirement from the service.**

9. During personnel audit, if there are teachers who **do not have a valid PRC teaching license or ID** and who fall or belong to **8.1 as stated above**, principals must submit the list of their names together with the photocopy of their **previous appointments** if there are any to the Division Office c/o **Dr. Victor A. Ybañez at the SGOD/L&D Section** so that appropriate legal action can be undertaken if they will not voluntarily **resign or retire**. Deadline of submission is on **January 12, 2018**.

10. **Wide dissemination of and strict compliance of this Memorandum is hereby directed.**


RHEA MAR A. ANGTUD, Ed.D., CESO VI
Schools Division Superintendent

Telephone Numbers:

Schools Division Superintendent:	(032) 255-6405
Asst. Schools Division Superintendent:	(032) 414-7457
Accounting Section:	(032) 254-2632
Disbursing Section:	(032) 255-4401
vay/2017 Admin/Legal:	(032) 253-7847

Website: www.depedcebuprovince.com
E-mail Add: depedcebuprovince@yahoo.com