

EXECUTIVE ORDER NO. 170

Provisional Implementation of Revised Special Guidelines for Classification of Academic and Vocational Teachers, School Counselor, Principal and Vice Principal Positions under Republic of Palau Classification and Compensation Plan

WHEREAS Section 406 of Title 33 of the Palau Nation Code authorizes the Director of the Bureau of Public Service System to classify all position subject to the National Public Service System Act of the Republic of Palau according to their duties and responsibilities; and

WHEREAS, Section 408 of Title 33 of the Palau National Code authorizes the Director of the Bureau of Public Service System to assign a salary level, based on applicable and established base salary levels, to each position occupied by employees of the national government, except those positions exempted under the provisions of section 205(a) of the National Public Service System Act; and

WHEREAS, Section 206(c) as amended by RPPL 5-7 provides the Director of the Bureau of Public Service System with the power and duty to develop base salary schedules and compensation plans in accordance with the provisions of Title 33 of the Palau National Code and other applicable laws of the Republic of Palau; and

WHEREAS, Executive Order No. 75 implemented the new Republic of Palau Classification and Compensation Plan, including Special Guidelines for the Classification of Academic and Vocational Teacher and School Counselor Positions on December 29, 1988, conditioned on appropriations from the Olbiil Era Kelulau; and

WHEREAS, the Director of the Bureau of Public Service System, acting pursuant to his authority under the law and in accordance with a March 19, 1999 directive from the President of the Republic of Palau, and with expert assistance from the United Nations Development Program and input from the Ministry of Education, has developed a revised Special Guidelines for the classification of Academic and Vocational Teachers, School Counselor, Principal and Vice Principal Positions; and

WHEREAS, the revised Special Guidelines for the Classification of Academic and Vocational Teachers, School Counselor, Principal and Vice-Principal Positions are designed, among other things, to eliminate disparities between the salaries of academic and vocational teachers, to classify all positions based on level of education and years of experience, to increase the number of pay levels available to employees in order to extend their career path, and to simplify the classification process; and

WHEREAS, the Director of the Bureau of Public Service System stated that the national government will implement this revised guideline for classification;

NOW, THEREFORE, by virtue of the authority vested in me as President, pursuant to the Constitution and laws of the Republic of Palau, it is hereby ordered as follows:

1. The revised Special Guidelines for the Classification of Academic and Vocational Teachers, School Counselor, Principal and Vice-Principal are hereby adopted and shall take effect upon sufficient appropriations provided by the Olbiil Era Kelulau.
2. The Ministry of Education, the Bureau of Public Service System, and the Bureau of Program, Budget and Management are hereby instructed to jointly prepare a request and supporting data for appropriations for fiscal year 2000 which would be sufficient to implement the above-referenced guidelines and shall cooperate in an effort to obtain a favorable response to such request for appropriations from the Olbiil Era Kelulau.
3. Upon appropriation of the necessary funding, the Ministry of Education is directed to consult with the Director of the Bureau of Public Service System and the Bureau of Program, Budget and Management with regard to the prompt conversion of employees affected by the revised Special Guidelines for the Classification of Academic and Vocational Teachers, School Counselor, Principal and Vice-Principal Positions.

IN WITNESS WHEREOF, I have hereunder set my hand and affixed my official seal this 11th day of October, 1999, in the State of Koror, Republic of Palau.

Kuniwo Nakamura
President of the Republic of Palau