

## **Executive Order No. 370**

*To bring the salary structure for educators into accord with the civil service base salary scale implemented by RPPL No. 7-13, as amended by RPPL No. 9-8, and increase the salaries of educators in order to attract better qualified educators for our youth.*

**WHEREAS**, Section 406 of Title 33 of the Palau National 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 702(a)(1) of Title 33 of the Palau National Code authorizes the Bureau of Public Service System to establish classification guidelines and procedures in order to place employees into the salary schedule; 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 9, 1988, conditioned on appropriations from the Olbiil Era Kelulau; and

**WHEREAS**, Executive Order No. 170 implemented the first Revised Special Guidelines for the Classification of Academic and Vocational Teacher and School Counselor, Principal, and Vice Principal Positions when signed on October 11, 1999; and

**WHEREAS**, in RPPL No. 7-13, signed on October 5, 2005, the Government amended the civil service base salary pay scale to an 18 grade 14 step system; and

**WHEREAS**, in RPPL No. 9-8 the Government increased the base salary of all civil servants by \$25 biweekly; and

**WHEREAS**, the Ministry of Education has difficulty attracting qualified teachers to teach our youth and in order to attract more qualified teachers it is imperative that we increase the pay available to qualified teachers along with increased compensation packages as they increase in experience and education; and

**WHEREAS**, the Ministry of Education has developed the Second Revised Guidelines for the classification of Teacher, School Counselor, Principal and Vice-Principal positions to address current issues faced by the agency;

**WHEREAS**, the Second Revised Special Guidelines for the Classification of Teacher, School Counselor, Principal and Vice-Principal Positions are designed, among other things, to bring the classification system in accordance with the new civil service pay scale implemented by RPPL No. 7-13, as amended by RPPL No. 9-8, implement greater incentives in the teacher career track in order to attract higher qualified candidates for these positions, and to simplify the classification process; and

**NOW THEREFORE**, by virtue of the authority vested in the President, pursuant to the Constitution and laws of the Republic of Palau, including 33 PNC §702, it is hereby ordered as follows:

1. The Second Revised Special Guidelines for the Classification of Teacher, School Counselor, Principal and Vice-Principal positions, that have been developed by the Ministry of Education, are hereby adopted for the Ministry of Education and shall take effect at the beginning of the next school year.
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 every fiscal year that will 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. 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 Teacher, School Counselor, Principal and Vice-Principal Positions.

**IN WITNESS WHEREOF**, I have hereunder set my hand and affixed my official seal this 15<sup>th</sup> day of July in the State of Koror, Republic of Palau.

/s/

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Tommy E. Remengesau, Jr.  
President of the Republic of Palau