

**TWENTIETH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
First Regular Session**

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Senate
Office of the Secretary

26 MAY -7 P3:59

SENATE

S.B. No. 2125

RECEIVED BY:

Introduced by SENATOR WIN GATCHALIAN

**AN ACT
STRENGTHENING THE PHILIPPINE NORMAL UNIVERSITY, DECLARING
IT AS THE NATIONAL UNIVERSITY FOR TEACHER EDUCATION, AND
APPROPRIATING FUNDS THEREFOR**

EXPLANATORY NOTE

The 1987 Constitution provides that the State shall protect and promote the right of all citizens to quality education at all levels and shall take appropriate steps to make such education accessible to all.¹ It shall also establish, maintain, and support a complete, adequate, and integrated system of education relevant to the needs of the people and society.²

The Philippine Normal University (PNU) traces its origins to the Philippine Normal School established in 1901 through Act No. 74 of the Philippine Commission. It was later converted into the Philippine Normal College pursuant to Republic Act No. 416 and subsequently converted into the Philippine Normal University under Republic Act No. 7168. Pursuant to Republic Act No. 9647, the PNU was designated as the National Center for Teacher Education.

¹ 1987 Philippine Constitution, Article XIV, Section 1.

² *Id.* at Section 2 (2).

The PNU occupies a unique and singular position in the Philippine higher education system. It is the only institution designated by law as the National Center for Teacher Education, and the only public higher education institution in the country whose academic mandate is exclusively devoted to teaching and allied education professions. Unlike comprehensive universities with multiple disciplinary mandates, PNU's sole and enduring mission is the preparation, development, and advancement of teachers, teacher educators, and education leaders across all levels and contexts of Philippine education. This singular focus makes PNU both uniquely positioned and institutionally obligated to respond to the systemic challenges facing Philippine education.

Since the quality of education is fundamentally tied to the strength of teacher education, persistent issues in teacher preparation highlight the need for coordinated and sustained reforms. Republic Act No. 11713 institutionalized the Teacher Education Council to harmonize teacher education policies across agencies. Complementary laws such as Republic Act No. 10533 or the "Enhanced Basic Education Act of 2013" and Republic Act No. 12288 or the "Career Progression System for Public School Teachers and School Leaders Act", and similar reforms in professional standards for teachers and licensure systems administered by the Professional Regulation Commission, and quality assurance mechanisms of the Commission on Higher Education have strengthened governance and accountability in teacher education. Despite these measures, findings from the Second Congressional Commission on Education (EDCOM II) continue to show shortages and uneven preparation of teachers in critical areas, including mathematics, science, technology, technical vocational and livelihood education, values education, special education, inclusive education, and emerging interdisciplinary fields.

The PNU is uniquely positioned to address these challenges. It operates through a system of specialized campuses aligned with national priorities and regional needs, such as: PNU North Luzon (Indigenous Peoples' and Multilingual Education); PNU South Luzon (Green Technology and Environmental Education); PNU Visayas (Multicultural and Inclusive

Education); PNU Mindanao (Technology and Livelihood Education); and PNU Manila (comprehensive teacher education specializations). These campuses support the development of teachers across various disciplines and learning contexts. Strengthening the PNU will enable it to support Teacher Education Institutions nationwide and contribute to the development of competent teachers across subject areas.

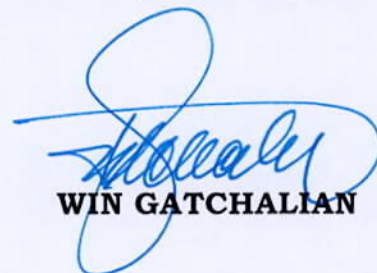
Institutionally, PNU's quality and maturity are well established. It is a SUC Level III university, ISO 9001:2015 certified, and a Philippine Quality Award (PQA) recipient for proficiency in quality management. It maintains 28 Level IV-accredited programs—the highest number among state universities and colleges under the Accrediting Agency of Chartered Colleges and Universities in the Philippines (AACCCUP), and is recognized by the CHED and the Teacher Education Council (TEC) as a Center of Excellence in Teacher Education. Since 2009, PNU has produced 118 topnotchers in the Licensure Examination for Professional Teachers (LEPT), affirming its consistent record of excellence.

From 2012 to 2025, the LEPT results show a consistent presence of PNU campuses among the top-performing schools, particularly in both elementary and secondary levels. PNU Manila consistently appears each year and remains the strongest campus, ranking in the Top 10 in every year. It achieved Rank 1 several times, notably in 2013 (Secondary), 2022 (Elementary), 2024 (Secondary), and 2025 (Secondary). PNU campuses (North Luzon, Visayas, Mindanao, and South Luzon) began to appear prominently from 2014 onward, indicating broader institutional strengthening beyond the main campus. In 2025, all regional campuses (North Luzon, Mindanao, Visayas, and South Luzon) achieved Rank 1 in the Secondary Level, a remarkable milestone suggesting system-wide excellence and national recognition. There is a noticeable upward trend in recent years (2022–2025), where rankings improved significantly compared to earlier years (2012–2019), reflecting successful academic reforms and stronger teacher education programs.

Internationally, PNU continues to build a strong reputation for innovation and social responsibility. It holds a three-star QS rating (2023), ranks among the Top 200 in the World University Rankings for Innovation (WURI, 2025), and performs strongly in the Times Higher Education (THE) Impact Rankings, notably in the Sustainable Development Goals on No Poverty, Quality Education, Gender Equality, and Partnerships for the Goals. PNU also leads as the permanent secretariat of the Association of Southeast Asian Teacher Education Network (AsTEN) and convenes the National Network of Normal Schools (3NS)—platforms that strengthen collaboration and professional development in teacher education within and beyond the country. While the Philippine Normal University has demonstrated institutional capacity and the current framework under Republic Act No. 9647 primarily positions it as the National Center for Teacher Education, there remains a need to strengthen its mandate to support research, innovation, professional learning, and institutional capacity development in teacher education.

This measure seeks to revise the Charter of the Philippine Normal University and declare it as the National University for Teacher Education. Strengthening its mandate will enable it to support teacher education reforms and strengthen institutional capacity in teacher education. This measure aligns with the Philippine Development Plan 2023 to 2028, AmBisyon Natin 2040, and Sustainable Development Goal 4 on Quality Education.

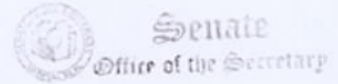
In view of the foregoing, the immediate passage of this measure is earnestly sought.



WIN GATCHALIAN

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AN ACT
STRENGTHENING THE PHILIPPINE NORMAL UNIVERSITY, DECLARING
IT AS THE NATIONAL UNIVERSITY FOR TEACHER EDUCATION, AND
APPROPRIATING FUNDS THEREFOR

*Be it enacted by the Senate and House of Representatives of the Philippines in
Congress assembled:*

ARTICLE I
PRELIMINARY PROVISIONS

1
2
3
4 **Section 1.** *Short Title.* – This Act shall be known as the “Revised
5 Philippine Normal University Charter Act.”
6

7 **Sec. 2.** *Declaration of Policy.* – It is hereby declared the policy of the
8 State to promote access to and equity in high-quality teacher education and
9 professional development. The State shall ensure holistic, transformative,
10 innovative, collaborative, and research-based teacher education that
11 enhances the quality of basic and higher education, thereby developing
12 knowledgeable, skilled, and well-rounded learners and citizen-leaders.

13 The State shall institutionalize innovations and alternative systems in
14 teacher education covering pedagogy, curricula, instruction, assessment,
15 training, and research that are supportive of national development goals and
16 responsive to the current and emerging needs of education stakeholders.

1 Furthermore, the State shall advance teacher education consistent
2 with national and global standards and practices, particularly those that
3 address inequalities in learning outcomes, strengthen professional
4 environments, promote lifelong learning; and adapt to technological
5 advancements while ensuring resilience amid socio-economic, political, and
6 ecological challenges.

7 To this end, the Philippine Normal University (PNU) is hereby declared
8 as the National University for Teacher Education (NUTE). As NUTE, the PNU
9 shall serve as the nation's academic, research, and leadership institution for
10 teacher education, guiding the continuous improvement of the country's
11 teacher education system through innovation, scholarship, and capacity
12 development. Consistent with its statutory role under Republic Act No. 11713
13 or the "Excellence in Teacher Education Act", the PNU shall continue to
14 advise the Teacher Education Council (TEC) by providing evidence-based
15 policy guidance, research, and academic expertise to strengthen decision-
16 making and reforms in teacher education.

17
18 **Sec. 3. Seat of Administration and Seal of the University.** – The seat of
19 administration of the PNU System shall be located in its main campus in the
20 City of Manila.

21 There shall be one (1) common Seal of the PNU, to be known as the PNU
22 Seal, composed of the following symbols and their corresponding meaning:

- 23 a) The Torch, symbolizing enlightenment and the guiding light of
24 education that nurtures generations of learners;
- 25 b) The Open Book, representing the accessibility of knowledge and the
26 continuous pursuit of wisdom; and
- 27 c) The Laurel Leaves, signifying victory, honor, and achievement in the
28 noble mission of teaching.

29 These symbols are interwoven with the PNU's enduring values of Truth,
30 Excellence, and Service, as it continues to uphold its national mandate to
31 produce and nurture future-ready teachers and education leaders.

32

1 continuous improvement of the teacher education system through innovation,
2 scholarship, and capacity development. The exercise of PNU's mandate as the
3 NUTE shall be academic, research-based, developmental, and model-setting
4 in nature. In carrying out this mandate, PNU shall develop academic
5 standards, research-based benchmarks, and model frameworks; lead the
6 formulation and piloting of innovations and reforms; and provide policy advice
7 and technical expertise, all without prejudice to and subject to the statutory
8 regulatory, accreditation, and licensure powers of the Professional Regulation
9 Commission (PRC), CHED, TEC, the Technical Education and Skills
10 Development Authority (TESDA), and other relevant government agencies
11 under existing laws.

12 The PNU shall perform the following functions under this Act:

- 13 a) Provide evidence-based policy advice, research-informed
14 recommendations, and technical support to the Department of
15 Education (DepEd), CHED, TEC, PRC, TESDA, Early Childhood Care
16 And Development Council (ECCD), and other relevant agencies for
17 teacher education policy, innovation, and system improvement; and
18 serve as the principal academic adviser to the TEC in the formulation
19 and implementation of teacher education policies and programs;
- 20 b) Lead in the formulation, piloting, and scaling of national reforms in
21 teacher education, training, and curriculum innovation. PNU shall
22 integrate artificial intelligence (AI), digital tools, and adaptive
23 technologies in teacher preparation and professional development to
24 ensure inclusion of underserved and remote regions. It shall collaborate
25 with national agencies and TEIs in co-designing research-based,
26 inclusive, and future-ready curricula;
- 27 c) Serve as a research-intensive university advancing teacher education
28 and education sciences, emphasizing teacher quality, pre-service and
29 graduate education, lifelong learning, and continuing professional
30 development for teachers and education leaders;
- 31 d) Set standards and benchmarks for transformative, inclusive,
32 innovative, and sustainable teacher education and education sciences
33 across undergraduate, post-baccalaureate, and graduate levels;

- 1 e) Serve as the international hub for collaborative teacher education,
2 global mobility, and multilateral academic partnerships, promoting
3 international benchmarking and alignment with global and regional
4 standards, particularly within ASEAN and the Asia-Pacific, in
5 accordance with the relevant rules and guidelines on international
6 linkages;
- 7 f) Lead the creation, utilization, and dissemination of research with policy
8 implications to teacher education and education sciences through its
9 national research units such as the Research Institute for Teacher
10 Quality (RITQ), the Institute for Educational Policy Research and
11 Development (IEPRD), and other similar units as may be approved by
12 the Board of Regents ("*Board*");
- 13 g) Lead the development and implementation of research-based and
14 alternative pedagogies and assessment models in teacher education
15 and lifelong learning. The PNU may establish, upon Board approval,
16 specialized centers to advance lifelong learning and continuing
17 education;
- 18 h) Upon request of Congress or any of its committees, provide technical
19 assistance and evidence-based inputs in the formulation, review, or
20 evaluation of legislative measures concerning teacher education,
21 teacher training, continuing professional development, and lifelong
22 learning; and
- 23 i) Serve as the lead academic partner of the Department of Economy,
24 Planning and Development (DEPDev), CHED, DepEd, PRC, TESDA,
25 ECCD, and other national agencies.

26 Nothing in this section shall be construed as diminishing, transferring,
27 or encroaching upon the statutory powers and regulatory functions of the
28 CHED, the PRC, the TEC, the TESDA, ECCD, and other government agencies
29 as provided under existing laws

30

31 **Sec. 6. *Strengthening Research-Oriented Units with National Scope.*** –

32 The state recognizes the importance of providing adequate, stable, and
33 continuing budgetary support for the operations, management, facilities,

1 manpower, and research programs of PNU's research-oriented units to enable
2 them to effectively perform their mandates at the national level. Such support
3 may include institutional and administrative operations, research personnel
4 and staffing requirements, research infrastructure and facilities, and the
5 conduct, dissemination, and utilization of research in teacher education and
6 education sciences.

7 The research-oriented units shall operate under the policy direction and
8 oversight of the Board, and the executive supervision of the PNU President
9 and the Vice President for Research, and shall serve as the PNU's primary
10 mechanisms for research, policy support, innovation, and knowledge
11 creation, with research outputs informing extension services, capacity-
12 building initiatives, curriculum and program development, policy advisory
13 functions, and national and international partnerships of the PNU.

14 The research units may include, but are not limited to, the following
15 institutes:

- 16 1. RITQ. – The RITQ shall focus on research and policy studies relating to
17 teacher and school-leader competencies, preparation, instructional
18 effectiveness, assessment, and professional standards, addressing the
19 academic and professional dimensions of teacher quality.
- 20 2. IEPRD. – The IEPRD shall undertake studies and maintain databases
21 on education policies, systems, and governance; develop, pilot, and
22 evaluate models of teacher education and education reform; and
23 provide policy recommendations to government and legislative bodies.
- 24 3. Research Institute for Lifelong Learning (RILL). – The RILL shall promote
25 lifelong learning across formal, non-formal, and informal pathways;
26 develop modular and competency-based certification systems; create
27 and test pedagogical and professional-development models; and
28 propose mechanisms and guidelines for lifelong-learning policy in
29 teacher education and development.
- 30 4. Research Institute for Teacher Welfare and Well-Being (RITWW). – The
31 RITWW shall focus on research relating to the physical, mental,
32 emotional, and socio-economic well-being of teachers and school
33 leaders, including workplace conditions, occupational health,

1 motivation, retention, and professional resilience, as distinct from
2 instructional performance and competency research.

3 To ensure coherence and avoid duplication, the Board shall, through
4 the Implementing Rules and Regulations (IRR) of this Act, establish
5 coordination mechanisms among research units, research hubs, and the
6 NUTE Research Coordinating Council, including shared research agendas,
7 joint studies, and harmonized research data systems, as may be appropriate.

8 A NUTE Research Coordinating Council shall be established under the
9 Board to promote system-wide coherence, coordination, and complementarity
10 of research agendas across research units, campuses, and partner TEIs. The
11 composition, powers, and functions of the Council shall be defined in the IRR
12 of this Act.

13 The PNU shall adopt a system-wide Research Data and Policy
14 Dissemination Protocol to ensure the timely, ethical, and transparent sharing
15 of research outputs, datasets, and policy-relevant findings with government
16 agencies and TEIs.

17
18 **Sec. 7. College for Flexible Learning and Multiple Pathways.** – PNU, as
19 the NUTE, shall establish and maintain a College for Flexible Learning and
20 Multiple Pathways (CFLMP), which shall function as the PNU’s open, distance,
21 and alternative education arm.

22 The CFLMP shall design, develop, and deliver undergraduate, graduate,
23 non-degree, technical-vocational, and professional programs in teacher
24 education and related fields through flexible learning modalities, including
25 but not limited to online education, blended learning, modular instruction,
26 micro-credentialing, ladderized programs, and technology-enabled platforms,
27 consistent with national and international standards of quality.

28 The CFLMP shall serve as a hub for multiple entry and exit points in
29 teacher education, providing opportunities for:

- 30 a) pre-service teachers to pursue initial qualifications;
- 31 b) in-service teachers to upgrade or specialize;
- 32 c) para-teachers, teacher aides, and graduates of TESDA programs to
33 transition into teacher education through ladderized pathways;

- 1 d) professionals from other fields to retool and enter the teaching
- 2 profession;
- 3 e) lifelong learners to pursue continuing professional development and
- 4 advanced studies; and
- 5 f) learners from other countries who wish to access the expertise of the
- 6 PNU through flexible and technology-enabled learning.

7 Learners enrolled in the CFLMP shall not automatically be considered
8 State scholars, unless expressly covered by specific government scholarship
9 programs. The CFLMP shall develop sustainable financing models, including
10 tuition, program fees, institutional partnerships, international collaborations,
11 and income-generating activities, without prejudice to the PNU's capacity to
12 offer scholarships, grants, or subsidies as may be determined by the Board.
13 Participation in flexible, alternative, and international programs under this
14 Section shall be subject to cost-recovery and sustainability principles, as may
15 be determined by the Board.

16 The CFLMP is hereby authorized to admit international students
17 without numerical quota limitations, subject to academic standards, program
18 capacity, and admission policies prescribed by the Board. International
19 students shall not be entitled to State subsidy unless otherwise provided by
20 law or covered by specific agreements, and their tuition and other fees shall
21 be determined separately in accordance with guidelines set by the Board.

22 To ensure responsiveness to global demands, the CFLMP shall have the
23 flexibility to engage faculty, trainers, and experts from the Philippines and
24 abroad on a contractual, adjunct, or visiting basis, in addition to regular PNU
25 faculty. The CFLMP may determine and implement its own work
26 arrangements and compensation schemes for such faculty, especially for
27 international hires: *Provided*, That such expenses are sourced exclusively
28 from its self-generated revenues and are subject to the approval of the Board.
29 The engagement of faculty, trainers, and experts from abroad shall be subject
30 to the limitations imposed by law on the practice of profession by foreign
31 citizens.

32 The CFLMP shall work in close coordination with the CHED, the PRC,
33 the DepEd, the TESDA, and the ECCD to ensure program alignment with the

1 Philippine Professional Standards for Teachers (PPST), the Philippine
2 Qualifications Framework (PQF), and evolving national and global teacher
3 education priorities.

4 The Board shall prescribe the organizational structure, curricular
5 offerings, admission and graduation requirements, and such other rules and
6 regulations as may be necessary for the effective operation of CFLMP.

7
8 **ARTICLE III**
9 **THE PHILIPPINE NORMAL UNIVERSITY SYSTEM**

10
11 **Sec. 8.** *The Philippine Normal University System.* – The PNU System
12 shall be composed of constituent and extension campuses established by the
13 Board upon the recommendation of the PNU President.

14 Each campus shall serve as a specialized regional hub for teacher-
15 education innovation, based on regional development needs and thematic
16 priorities identified in the national teacher-education roadmap, including but
17 not limited to Science, Technology, Engineering, and Mathematics (STEM),
18 Peace Education, Environmental Education, and Indigenous People
19 Education. These hubs shall lead in research, certification, policy
20 development, and faculty mobility.

21 The constituent campuses of PNU shall include: (1) PNU North Luzon –
22 Alicia, Isabela; (2) PNU Visayas – Cadiz City, Negros Occidental; (3) PNU
23 Mindanao – Prosperidad, Agusan del Sur; (4) PNU South Luzon – Lopez,
24 Quezon; and (5) such other campuses as may be established by the Board in
25 other regions of the country.

26 All the constituent campuses shall serve as specialized hubs responsive
27 to both regional development needs and national development goals. The
28 constituent campuses shall have substantial autonomy in managing their
29 affairs as determined by the Board.

30
31 **Sec. 9.** *Academic Freedom.* – PNU shall enjoy academic freedom in
32 accordance with the Constitution, R.A. No. 8292 or the "Higher Education
33 Modernization Act of 1997", and applicable jurisprudence.

1 Academic freedom shall be exercised to advance truth, innovation, and
2 service to the nation, and shall include the right of:

- 3 a) *Faculty* - to teach, conduct research, and disseminate knowledge
4 without undue interference;
- 5 b) *Students* - to study, inquire, and express ideas within the bounds of law
6 and university policies; and
- 7 c) *Researchers and Extension Staff* - to pursue scholarly and professional
8 activities in furtherance of the PNU's mission and its mandate as the
9 NUTE.

10
11 **Sec. 10.** *Commitment to Social Responsibility and National Development.*

12 – The PNU shall serve the Filipino nation and humanity through its steadfast
13 commitment to sustainability, gender equality, inclusivity, ethical
14 responsibility, and accountability toward quality and future-proof education.
15 Guided by these principles, the PNU shall pursue social transformation and
16 sustainable development by mobilizing knowledge, values, traditions, and
17 skills among its constituents and partners. As the NUTE, it shall provide
18 opportunities for volunteerism, civic participation, and community
19 engagement, thereby creating a transformative impact on communities, TEIs,
20 global partners, and other education stakeholders.

21 To fulfill this mandate, the PNU shall:

- 22 a) ensure that all academic programs are in teacher education and allied
23 education fields, and that its graduates are committed to serve the
24 country through a national student intake mechanism;
- 25 b) create new programs allied with education in support of national
26 development goals;
- 27 c) accelerate professional development programs in teacher education and
28 allied education disciplines; and
- 29 d) establish relevant, evidence-based, and innovative mechanisms
30 responsive to the needs and priorities of its community and
31 institutional partners, sustaining PNU's leadership in teacher
32 education.

1 In furtherance of this mandate, the PNU shall contribute to nation-
2 building by harnessing the competencies and expertise of its faculty and
3 thought leaders in the pursuit of national development, as outlined in
4 national development plans and consistent with international commitments
5 and conventions. PNU's faculty and scholars shall meaningfully engage in
6 shaping public policy and, where appropriate, in implementing education-
7 related programs of national importance.

8
9 **Sec. 11. *Democratic Access.*** – No student shall be denied admission to
10 PNU on the basis of age, sex, gender, nationality, religious belief, cultural
11 belief, economic status, ethnicity, physical disability, and political opinion or
12 affiliation.

13 The PNU recognizes the separation of Church and State and shall
14 guarantee freedom of religion and belief, including the right not to profess any
15 religion.

16 The PNU shall actively promote diversity, equity, and inclusion in all
17 aspects of academic, research, and campus life, consistent with human rights
18 principles and the PNU's mandate as the NUTE.

19
20 **Sec. 12. *Education through Culture, Creativity, and Scientific Inquiry for***
21 ***Nation-Building.*** – PNU, as the NUTE, shall champion the integration of
22 culture, the arts, literature, sports, science, technology, and innovation as
23 transformative forces for nation-building, human development, and the
24 advancement of human rights and dignity.

25 Guided by the principles of inclusivity, equity, sustainability, and
26 lifelong learning, the University shall cultivate teachers and education leaders
27 who are locally responsive, globally competent, and ethically grounded,
28 recognizing education as both a human right and a social responsibility.

29 a) ***Culture, the Arts, and Literature.*** – PNU shall advance a culturally rooted
30 and creative teacher education that strengthens Filipino identity,
31 empathy, and solidarity across communities. It shall promote artistic
32 and literary expression as means of critical reflection, intercultural

1 understanding, and peacebuilding, and integrate cultural education
2 across all levels of teacher formation.

3 The PNU shall partner with the National Commission for Culture and
4 the Arts (NCCA) and other cultural agencies in promoting Filipino
5 culture, heritage, and identity, ensuring that teacher education
6 contributes to the preservation, revitalization, and creative
7 transmission of the nation's diverse cultural traditions. PNU shall
8 support and promote Schools for Living Traditions (SLTs) as vital
9 mechanisms for safeguarding and transmitting intangible cultural
10 heritage, facilitating partnerships where culture bearers, including
11 master artists, indigenous knowledge holders, and traditional
12 practitioners share their expertise with teachers, students, and local
13 communities.

14 b) *Science, Technology, Innovation, and Mathematics.* – PNU shall foster
15 scientific literacy, health literacy, and ethical innovation as foundations
16 for equitable and sustainable national progress. It shall integrate
17 digital, environmental, scientific, and health competencies into teacher
18 education to strengthen evidence-based decision-making among
19 Filipino learners and the public. The PNU shall collaborate with the
20 Department of Science and Technology (DOST), the Department of
21 Health (DOH), and other institutions to democratize access to science
22 and health education, advance research-informed teaching, and
23 encourage local innovation responsive to community and national
24 needs.

25 c) *Sports and Physical Well-Being.* – PNU shall promote sports, physical
26 education, and wellness as integral to holistic learning and character
27 formation. It shall instill the values of discipline, teamwork, and fair
28 play, and advance programs on health, well-being, and resilience for
29 teachers and learners in collaboration with the Philippine Sports
30 Commission (PSC) and partner organizations.

31
32 **Sec. 13. Institutional Autonomy.** – As the NUTE, PNU shall have
33 autonomy pursuant to paragraph 2, Section 5 of Article XIV of the

1 Constitution. It shall set its own policies, standards, plans, programs,
2 activities and projects in its core functions in instruction, research, extension
3 and production, in pursuit of its vision, mission, goals and objectives and
4 responsive to national and international development goals, priorities, and
5 directions. Consistent with its mandate as the NUTE, it shall determine its
6 own quality assurance mechanisms, subject to minimum standards
7 prescribed by law.

8
9 **ARTICLE IV**
10 **GOVERNANCE AND ADMINISTRATION**
11

12 **Sec. 14. Administration.** – The PNU shall have the general powers of a
13 corporation as set forth in the Revised Corporation Code of the Philippines.
14 The administration of the PNU and the exercise of its corporate powers shall
15 be vested exclusively in the Board and the President of the PNU, insofar as
16 authorized by the Board.

17 There shall be a System Administration headed by the PNU President,
18 who shall provide strategic leadership in instruction, research, innovation,
19 extension, human resource and infrastructure development, partnerships,
20 and resource management in pursuit of PNU’s national mandate.

21 The PNU President shall be assisted by at least four (4) Vice Presidents,
22 designated by the Board upon the PNU President’s recommendation,
23 corresponding to the PNU’s major functions and strategic thrusts. Additional
24 Vice Presidents may be appointed as warranted by the needs of the system.

25 Each constituent campus shall be administered by an Executive
26 Director and Provost, designated by the Board upon the recommendation of
27 the PNU President. The Executive Director and Provost shall be assisted by a
28 Dean for Academics, a Director for Finance and Administration, and such
29 other officials as may be designated by the PNU President, subject to
30 confirmation by the Board.

31
32 **Sec. 15. The Board of Regents.** — The governing body of the University
33 shall be the Board, which shall be composed of the following:

- 1 a) Chairperson of the Commission on Higher Education (CHED), as
2 Chairperson;
- 3 b) President of the Philippine Normal University, as Vice-Chairperson;
- 4 c) Secretary of the Department of Education (DepEd), as Member;
- 5 d) Chairperson of the Senate Committee on Higher, Technical, and
6 Vocational Education, as Member;
- 7 e) Chairperson of the House Committee on Higher and Technical
8 Education, as Member;
- 9 f) Secretary of the Department of Economy, Planning, and Development
10 (DEPDev), as Member;
- 11 g) President of the duly recognized Federation of Alumni Associations of
12 PNU, as Member;
- 13 h) President of the Federation of PNU Faculty Unions, as Member;
- 14 i) President of the National Union of Student Governments or equivalent
15 PNU Student Federation representative, Member;
- 16 j) President of the Federation of PNU Administrative Employees
17 Associations, as Member;
- 18 k) One (1) Representative from the private school system, as Member; and
- 19 l) One (1) Representative from private industries or the business sector,
20 as Member.

21 All federations, associations, and organizations represented in the
22 Board must possess legal personality in accordance with existing laws, rules,
23 and regulations. The powers and operational procedures of the Board shall be
24 governed by R.A. No. 8292, its IRR, and any subsequent amendments or
25 superseding legislation.

26
27 **Sec. 16. Powers and Duties of the Board.** – The administration of the
28 PNU and the exercise of its corporate powers are vested in the Board, which
29 shall have the following specific powers and duties in addition to its general
30 powers of administration and the exercise of all the powers granted to the
31 Board of Directors of a corporation under Section 35 of R.A. No. 11232 or the
32 “Revised Corporation Code of the Philippines”;

- 1 a) Define in general terms the academic thrusts and institutional goals of
2 the PNU and adopt broad policy guidelines to ensure effective
3 implementation;
- 4 b) Preserve the integrity of the PNU;
- 5 c) Approve the instruction, merger or abolition of academic programs,
6 upon recommendation of the University's Academic Council through
7 the President of the PNU;
- 8 d) Create, organize, reorganize, merge or abolish constituent campuses,
9 extension campuses, colleges, institutes, and other academic and
10 administrative units of the PNU;
- 11 e) Approve the curricula, institutional programs, and rules on student
12 discipline drawn by the Administrative and Academic Councils as
13 herein provided;
- 14 f) Approve the rules on student discipline recommended by the Academic
15 Council through the President of the PNU, with the Board retaining the
16 power to review and pass final judgment on student disciplinary cases;
- 17 g) Approve the graduation of students and grant of honors as
18 recommended by the Academic Council through the President;
- 19 h) Appoint, upon the recommendation of the President of the PNU, the
20 faculty members and other officials and employees in accordance with
21 the compensation and position classification system; to draw up a
22 position classification and compensation plan for its faculty and staff,
23 subject to the review and approval of the Department of Budget and
24 Management (DBM); to fix and adjust salaries and benefits of the faculty
25 members and other employees in accordance with the compensation
26 and classification system; to determine the hours of service of faculty
27 and staff, and such other terms and conditions of employment as it may
28 deem proper; to grant leave of absence under such regulations as it may
29 promulgate, any other provisions of law to the contrary
30 notwithstanding; and to remove them for cause as provided by law after
31 due investigation and proper hearing;

1 i) Fix the tuition fees and other necessary school charges as the Board
2 may deem proper to impose, after due consultation with the students
3 concerned.

4 i. Such fees and charges, including government support and
5 other income generated by the PNU, shall constitute its special
6 trust funds, and shall be deposited in any authorized
7 government depository bank. All interest that shall accrue
8 therefrom shall form part of the same funds for the use of the
9 PNU: *Provided*, That priority shall be given to the sustainability
10 of the CFLMP;

11 ii. Any provision of existing law, rule or regulation to the contrary
12 notwithstanding, any income generated and collected by the
13 PNU or by its subsidiaries, as well as from operation of
14 auxiliary services and land grants, shall be retained by the
15 PNU and may be disbursed by the Board for instruction,
16 research, extension services or other programs or projects of
17 the PNU; for the professional growth and development, health,
18 welfare, and other benefits of the students, faculty members
19 and administrative personnel; for the acquisition,
20 construction, maintenance and repair of needed instructional
21 and auxiliary facilities, equipment, buildings and other
22 infrastructure; development of economic assets, and for
23 expenses necessary for the attainment of its purposes under
24 its approved program of expenditures;

25 iii. If the PNU, for reasons beyond its control, shall not be able to
26 pursue any project or purpose for which funds have been
27 appropriated and allocated under its approved program of
28 expenditures, the Board may authorize the use of the said
29 funds for any reasonable purpose which, in its discretion, may
30 be necessary and urgent for the attainment of the objectives of
31 the PNU, including utilization for the professional growth, and
32 other benefits of the students, faculty members and
33 administrative personnel: *Provided further*, That trust funds

1 created by law for a specific purpose, other than special trust
2 funds constituted herein, shall not be reprogrammed to other
3 expenditures;

- 4 j) Adopt and implement a socialized scheme of tuition and other school
5 fees for greater access of poor but deserving students in accordance
6 with R.A. No. 10931 or the "Universal Access to Quality Tertiary
7 Education Act";
- 8 k) Receive and appropriate sums as may be provided by law for the
9 support of the PNU, and all other sums in the manner it may, in its
10 discretion, determine to perform the functions of the PNU;
- 11 l) Set policies on admission and graduation of students;
- 12 m) Award honorary degrees upon persons in recognition of learning,
13 statesmanship, or eminence in the field of engineering, science,
14 technology, education, public service or in any field of specialization
15 within the academic competency of the PNU, upon recommendation of
16 a committee created by the President of the PNU: *Provided*, That such
17 degrees shall not be conferred in consideration of any payment, gift or
18 other valuable consideration;
- 19 n) Establish research and extension centers to promote the development
20 of the PNU;
- 21 o) Authorize its faculty and staff to travel abroad to study, deliver papers,
22 attend conferences and disseminate research: *Provided*, That the
23 fellowship, scholarship or grant is authorized by the Board: *Provided*
24 *further*, That research and other activities funded by the PNU shall
25 likewise undertake research in fields or topics with promising
26 commercial applications, and that the faculty and staff involved in said
27 research be allowed to participate in its financial or economic benefits,
28 subject to existing rules and regulations;
- 29 p) Provide fellowships, scholarships and grants, including athletic grants
30 and to award the same to faculty, staff and students having special
31 evidence of merit, especially those who are poor and deserving
32 individuals;

- 1 q) Develop academic arrangements for institutional capability building
2 with appropriate institutions and agencies, whether public, private,
3 local or foreign, and appoint experts or specialists as consultants, part-
4 time, visiting or exchange professors, scholars, and researchers, as the
5 case may be;
- 6 r) Develop consortia and other economic forms of linkages with local
7 government units, as well as public, private, local or foreign institution
8 and agencies for the furtherance of the purposes and objectives of the
9 PNU;
- 10 s) Enter into joint ventures or public-private partnerships (PPPs) with
11 business and industry for the profitable development and management
12 of the economic assets, the proceeds of which shall be used for the
13 development and strengthening of the PNU, and for the professional
14 growth and development, health, welfare, and other benefits of the
15 students, faculty members and administrative personnel;
- 16 t) Receive in trust, legacies, gifts and donations of real and personal
17 properties of all kinds and administer and dispose the same, when
18 necessary, for the benefit of the PNU and subject to the limitations,
19 discretion and instructions of the donor, if any;
- 20 u) Authorize the construction or repair of its buildings, machinery,
21 equipment and other facilities, and the purchase and acquisition of real
22 property, including the necessary supplies, materials and equipment;
- 23 v) Delegate any of its powers and duties provided to the President or other
24 officials of the PNU, as it may deem appropriate, so as to expedite the
25 administration of the affairs of the PNU;
- 26 w) Prescribe rules for its own government and discipline of the faculty and
27 other personnel and to enact for the governance of the PNU such general
28 policies, rules and regulations, not contrary to law, as are consistent
29 with its purposes;
- 30 x) Where most advantageous to the PNU, privatize the management of
31 non-academic services such as health, food, building or grounds or
32 property maintenance, and such other similar activities;

- 1 y) Develop mechanisms for the efficient adoption of PPPs in the areas of
2 research, instruction, extension and in the acquisition of facilities and
3 structures of the PNU; and
4 z) Promulgate rules and regulations, as may be necessary, to perform the
5 functions of the PNU.
6

7 **Sec. 17.** *The President of the PNU.* – The President shall be the chief
8 executive officer and chief academic officer of the PNU System. The President
9 shall exercise powers provided in this Act, those determined by the Board,
10 and those inherent in the Office of the President in the governance of a
11 national university.

12 The selection, qualifications, and re-appointment of the PNU President
13 shall conform to Republic Act No. 8292 and its IRR, subject to the guidelines
14 approved by the Board. The President shall serve for a term of four (4) years,
15 subject to renewal for one (1) full term.

16 Upon the enactment of this Act, there shall be a four (4)-year transition
17 period to ensure continuity and orderly implementation of the University's
18 transformation into the National University for Teacher Education. The
19 incumbent President shall serve during this period but shall not be eligible
20 for immediate re-election thereafter. At the end of the transition period, the
21 Board shall elect the new President of the PNU.
22

23 **Sec. 18.** *The Governing Board Secretary.* – The Board shall appoint a
24 Secretary who shall serve as such for the Board and perform functions as may
25 be determined by the Board.
26

27 **ARTICLE V**
28 **ACADEMIC, RESEARCH, AND EXTENSION GOVERNANCE**
29

30 **Sec. 19.** *The Academic Council.* – There shall be an Academic Council
31 composed of the PNU President as Chairperson and the faculty members of
32 all campuses with the academic rank of Assistant Professor or higher as
33 Members.

1 As the NUTE, the Academic Council shall function as the highest
2 academic policy-making and quality assurance body of the PNU System,
3 ensuring coherence, innovation, and excellence across programs in all
4 constituent and extension campuses

5
6 **Sec. 20. Powers of the Academic Council.** – The Academic Council shall
7 exercise full authority over the PNU’s academic affairs subject to compliance
8 with minimum standards, policies, and guidelines issued by the CHED, and
9 shall have the following powers and functions:

- 10 a) Develop, design, and determine the PNU’s academic programs and
11 curricular offerings across all levels and campuses, ensuring academic
12 coherence, innovation, and responsiveness to national and global
13 developments in teacher education and allied disciplines;
- 14 b) Determine and recommend the requirements for admission, retention,
15 graduation, and the conferment of degrees, subject to approval by the
16 Board;
- 17 c) Exercise disciplinary authority over students and establish policies on
18 student conduct and welfare consistent with due process, ethics, and
19 the mission of the PNU;
- 20 d) Safeguard academic integrity by formulating and enforcing policies on
21 research ethics, originality, and professional conduct, promoting a
22 culture of honesty, accountability, and scholarly rigor;
- 23 e) Lead in setting and promoting academic benchmarks and standards for
24 teacher education and allied fields, developing research-based
25 innovations and model frameworks in curriculum, pedagogy, and
26 assessment that may guide TEIs nationwide;
- 27 f) Uphold and protect academic freedom in teaching, research, and
28 extension, ensuring that faculty, researchers, and students may pursue
29 truth, knowledge, and innovation free from undue interference, while
30 exercising such freedom with professional responsibility, ethical
31 accountability, and respect for human rights, human dignity, and the
32 national interest; and

1 g) Perform such other functions as are necessary to advance academic
2 excellence, institutional coherence, and national impact in teacher
3 education.

4
5 **Sec. 21. *Administrative Council.*** – There shall be an Administrative
6 Council composed of the PNU President as Chairperson, and the Vice
7 Presidents, College Deans, Institute Directors, Campus Executive Directors,
8 Provosts, Directors for Finance and Administration, and other officials of
9 equivalent rank as Members.

10 The Administrative Council shall be formally constituted by the Board
11 upon the recommendation of the PNU President.

12
13 **Sec. 22. *Duty of the Administrative Council.*** – The Administrative
14 Council shall formulate, review, and recommend to the Board policies on
15 administration, governance, financial management, resource mobilization,
16 and institutional development, ensuring that administrative systems uphold
17 transparency, accountability, and efficiency.

18 It shall support the Academic Council by providing the enabling
19 structures and resources necessary for the University to fulfill its mandate as
20 the NUTE, advancing excellence, inclusion, and sustainability in all
21 operations.

22
23 **Sec. 23. *Research and Extension Council.*** – There shall be a Research
24 and Extension Council (REC) composed of the President of the PNU as
25 Chairperson, and the Vice Presidents, Executive Directors and Provosts,
26 College Deans, Institute Directors, Directors of University-level Research,
27 Extension, and Gender and Development Offices, and one (1) representative
28 each from the ranks of Assistant Professor, Associate Professor, and Professor
29 across campuses as Members.

30 The Council shall serve as the policy and coordinating body for all
31 research and extension programs of the PNU System, ensuring their
32 coherence, quality, and alignment with PNU’s mandate as the NUTE.

1 **Sec. 24. *Duty of the Research and Extension Council.*** – The REC, as
2 duly formed and constituted, shall review and recommend to the Board
3 proposals and undertakings for projects, activities, and programs, as well as
4 quality assurance systems covering research, extension, and knowledge
5 management of PNU.

6 The REC shall:

- 7 a) Formulate, review, and oversee the implementation of the PNU’s
8 research and extension agenda, ensuring that it advances innovation,
9 equity, and excellence in teacher education and allied disciplines;
- 10 b) Ensure that research and extension initiatives contribute to policy
11 development, teacher quality enhancement, and the professional
12 advancement of teachers and education leaders at the local, national,
13 and international levels;
- 14 c) Strengthen partnerships with government agencies, TEIs, research
15 networks, and international organizations to promote collaboration and
16 knowledge exchange;
- 17 d) Institutionalize systems for the dissemination, utilization, and
18 translation of research outputs into educational practice, policy reform,
19 and community empowerment;
- 20 e) Promote a culture of ethical, inclusive, and impactful research and
21 extension, emphasizing integrity, sustainability, and the responsible
22 use of knowledge; and
- 23 f) Recommend to the Board strategic directions, funding priorities, and
24 frameworks for research and extension that advance PNU’s leadership
25 in teacher education and national development.

26
27 **Sec. 25. *The Executive Director and Provost of the Constituent Campus.***
28 – The administration of each constituent campus of the PNU System shall be
29 vested in an Executive Director and Provost (EDP), who shall be appointed by
30 the Board upon the recommendation of the PNU President.

31 The Executive Director and Provost shall serve as the chief academic
32 and administrative officer of the campus and shall report directly to the PNU
33 President. The EDP shall act as the President’s focal representative in campus

1 governance and regional engagements, and may represent the PNU in official
2 functions, partnerships, and collaborative activities within the region.

3 The EDP shall ensure the effective delivery of the campus's academic,
4 research, extension, and linkages programs, and shall coordinate closely with
5 PNU officials to uphold institutional standards, efficiency, and quality
6 assurance across all operations.

7 The EDP shall lead in the formulation and implementation of campus-
8 specific policies, strategic plans, and innovations for continuous
9 improvement, responsiveness to regional development priorities, and
10 alignment with the PNU's mandate as the NUTE.

11
12 **Sec. 26. National Network of Normal Schools.** – As the NUTE, the PNU
13 shall serve as the Lead Convenor of the National Network of Normal Schools
14 (3NS). The 3NS shall serve as the national coordinating hub that links Normal
15 Schools, TEC-designated Centers of Excellence (COEs) and Centers of
16 Development (CODs) in teacher education, and other leading TEIs.

17 The 3NS shall have the following functions:

- 18 a) Act as the central node of a national network of teacher education
19 institutions of excellence, fostering collaboration, complementarity, and
20 resource sharing;
- 21 b) Integrate the expertise of Normal Schools, and COEs in developing
22 national models of pedagogy, curriculum, and assessment for teacher
23 education;
- 24 c) Provide technical and capacity-building support to TEIs aspiring for
25 higher levels of accreditation, including mentoring, quality assurance,
26 and research collaboration;
- 27 d) Serve as a platform for innovation, generating and disseminating best
28 practices in teacher education, including digital transformation,
29 inclusive education, and AI integration;
- 30 e) Link regional and local TEIs to the national network to ensure that
31 quality teacher education is accessible and responsive to diverse
32 contexts, particularly underserved areas; and

- 1 f) Forge international partnerships for exchange programs, research
2 collaborations, and benchmarking of teacher education standards.
3

4 **ARTICLE VI**
5 **FACULTY, ADMINISTRATIVE STAFF, AND STUDENTS**
6

7 **Sec. 27. *The Faculty.*** – The faculty members of the PNU, as teachers,
8 scholars, and education leaders, shall be the intellectual stewards and moral
9 anchors of the PNU’s mandate as the NUTE. They shall exemplify the highest
10 standards of academic excellence, professional integrity, and public service,
11 advancing education as a pillar of nation-building, democratic participation,
12 and human development.

13 The faculty shall serve as the nation’s champions of teacher education,
14 committed to shaping competent, ethical, and socially responsible educators
15 who will nurture the next generation of Filipino learners and citizens.

16 In fulfilling this role, the faculty shall:

- 17 a) Uphold the highest ethical and professional standards, embodying the
18 University’s triadic ideals of Truth, Excellence, and Service;
19 b) Lead in the design and innovation of teaching, learning, and
20 assessment strategies, including emerging pedagogies and modalities
21 that promote inclusivity, sustainability, and digital transformation in
22 education;
23 c) Conduct research and scholarly inquiry that advance teacher
24 education, inform education policy, strengthen teacher quality, and
25 contribute to the global discourse on learning and equity;
26 d) Extend professional expertise to TEIs and other partners nationwide
27 through mentoring, training, and quality-assurance initiatives,
28 fostering coherence and excellence across the teacher-education
29 system;
30 e) Engage in extension and community programs that translate
31 knowledge into social transformation, promote gender equality, cultural
32 understanding, peacebuilding, environmental stewardship, and respect
33 for human rights and human dignity;

- 1 f) Produce creative, scholarly, and technological works that demonstrate
2 leadership in innovation and contribute to national development; and
3 g) Pursue lifelong learning and advanced professional growth to sustain
4 the PNU's global competitiveness and its capacity.
5

6 **Sec. 28.** *Autonomy in Faculty Qualifications, Appointment, Ranking,*
7 *Promotion, Development, Welfare, and Others Related to the Practice of*
8 *Profession.* – To uphold its academic independence and ensure that the PNU
9 continuously attracts, develops, and retains the most competent educators,
10 researchers, and scholars in the country, the PNU, as the NUTE, shall exercise
11 full authority and responsibility over the selection, appointment, promotion,
12 professional development, remuneration, welfare, and working conditions of
13 its faculty, consistent with applicable national laws on compensation and civil
14 service, unless otherwise expressly authorized by law.

15 In the exercise of this authority, the PNU shall:

- 16 a) Determine its own standards and qualifications for faculty appointment
17 and promotion, consistent with the principles of merit, academic
18 freedom, and institutional integrity, while remaining aligned with
19 national laws and civil service principles;
20 b) Recruit, develop, and retain a faculty corps recognized for excellence in
21 teaching, research, innovation, and leadership in teacher education
22 and allied fields, both nationally and globally;
23 c) Ensure the best possible working conditions, arrangements, and
24 remuneration for its faculty, commensurate with their academic
25 contributions and the PNU's national and international standing, and
26 consistent with the goal of fostering creativity, productivity, and
27 institutional loyalty;
28 d) Engage international faculty, visiting scholars, and experts to promote
29 global collaboration, cross-cultural exchange, and advancement in
30 teacher education, subject to policies approved by the Board;
31 e) Guarantee fairness, inclusivity, and non-discrimination in all faculty-
32 related matters, regardless of sex, nationality, ethnicity, religion,
33 political belief, or cultural background;

- 1 f) Establish and maintain a faculty classification, ranking, and
2 compensation system that reflects its unique mandate as the NUTE,
3 benchmarked against international best practices;
- 4 g) Implement comprehensive faculty development and welfare programs,
5 including scholarships, research and creative grants, sabbatical and
6 study-leave opportunities, housing, health and wellness programs, and
7 other benefits that advance professional and personal well-being;
- 8 h) Create and administer a Faculty Provident Fund to ensure the long-
9 term financial security and welfare of its academic personnel. The Fund
10 shall be sourced from faculty and institutional contributions, grants,
11 donations, and income-generating activities, and shall be governed by
12 policies approved by the Board in consultation with the duly recognized
13 faculty associations; and
- 14 i) Formulate internal policies and ethical standards governing
15 professional practice, performance evaluation, and scholarly
16 accountability, ensuring that all faculty uphold the PNU's leadership
17 role in teacher education, research, and national development.

18
19 **Sec. 29. *The Administrative Staff.*** – The administrative staff of the PNU,
20 as professionals, managers, and public servants, shall be the institutional
21 stewards and operational backbone of the PNU's mandate as the National
22 University for Teacher Education. They shall uphold the highest standards of
23 efficiency, integrity, accountability, and service excellence, ensuring that the
24 PNU's academic, research, extension, and governance functions are effectively
25 supported and sustainably managed.

26 The administrative staff shall play a critical role in translating the PNU's
27 vision, policies, and strategic directions into responsive systems, sound
28 management practices, and reliable institutional services that advance
29 nation-building, democratic governance, and public trust in higher education.

30 In fulfilling this role, the administrative staff shall:

- 31 a) Uphold ethical conduct, professionalism, and accountability in all
32 administrative, financial, and operational functions, consistent with

1 public service values and the PNU's ideals of Truth, Excellence, and
2 Service;

- 3 b) Ensure the efficient planning, implementation, and monitoring of
4 administrative systems supporting instruction, research, extension,
5 student services, and institutional development;
- 6 c) Provide competent and responsive administrative support to faculty,
7 students, researchers, and partners, enabling the effective delivery of
8 academic and national programs of the PNU;
- 9 d) Safeguard transparency, fiscal responsibility, and regulatory
10 compliance in financial management, procurement, human resource
11 administration, records management, and institutional reporting;
- 12 e) Support institutional innovation, digital transformation, and quality
13 assurance initiatives through data-driven management, systems
14 improvement, and continuous process enhancement;
- 15 f) Engage in capacity-building, skills upgrading, and professional
16 development to strengthen administrative leadership, technical
17 competence, and service delivery across all campuses; and
- 18 g) Contribute to a culture of collaboration, inclusivity, and service-
19 oriented governance that advances the PNU's role as the National
20 University for Teacher Education.

21
22 **Sec. 30. *Autonomy in Administrative Staff Qualifications, Appointment,***
23 ***Ranking, Promotion, Development, Welfare, and Others Related to the Practice***
24 ***of Profession.*** – To uphold institutional excellence and ensure the effective,
25 ethical, and professional management of the PNU, as the NUTE, the PNU shall
26 exercise authority and responsibility over the selection, appointment,
27 promotion, professional development, welfare, and working conditions of its
28 administrative staff, consistent with civil service laws, compensation and
29 position classification statutes, and other applicable national regulations,
30 unless otherwise expressly provided by law.

31 The PNU shall establish and maintain Qualification Standards (QS) for
32 its administrative positions, consistent with Civil Service Commission (CSC)
33 guidelines. It may adopt higher or competency-based standards aligned with

1 its national mandate, subject to submission to and confirmation or approval
2 by the CSC.

3 Appointments, ranking, and compensation of administrative personnel
4 shall be governed by existing laws, including Presidential Decree No. 985, as
5 amended by Republic Act No. 6758, and shall remain subject to the authority
6 of the DBM.

7 In the exercise of this authority, the PNU shall:

- 8 a) Determine its own standards and qualifications for administrative
9 positions, consistent with the principles of merit, competence, and
10 integrity in public service, while remaining aligned with the general
11 policies of the CSC and other relevant government agencies;
- 12 b) Maintain a corps of highly qualified administrative leaders and
13 professionals who exemplify excellence, efficiency, innovation, and
14 accountability in institutional management and service delivery. The
15 PNU may engage international consultants and experts to support
16 institutional strengthening and capacity-building, subject to policies
17 approved by the Board;
- 18 c) Uphold fairness, inclusivity, and non-discrimination in all matters of
19 appointment, promotion, and assignment, regardless of age, sex,
20 gender, nationality, ethnicity, religion, political belief, or cultural
21 background;
- 22 d) Establish and maintain its own classification, ranking, and
23 compensation system for administrative personnel, consistent with the
24 PNU's national status and benchmarked against best practices in
25 higher education management, while ensuring general consistency with
26 CSC rules;
- 27 e) Ensure the best possible working conditions, arrangements, and
28 remuneration for its administrative personnel, commensurate with
29 their contributions to institutional performance and to the PNU's
30 national and international mandate;
- 31 f) Implement comprehensive staff development and welfare programs,
32 including continuing education, technical and leadership training,

1 scholarships, health and wellness programs, housing, and other
2 benefits that enhance professional growth and well-being;

- 3 g) Create and administer an Administrative Provident Fund to ensure the
4 long-term financial security and welfare of its administrative personnel.
5 The Fund shall be sourced from staff and institutional contributions,
6 grants, donations, and income-generating activities, and shall be
7 governed by rules approved by the Board, in consultation with duly
8 recognized administrative employees' associations; and
- 9 h) Formulate and enforce internal rules, regulations, and ethical
10 standards governing the professional practice, rights, and
11 responsibilities of administrative personnel, consistent with national
12 laws and the PNU's vision of excellence, service, and accountability.

13
14 **Sec. 31. *The Students.*** – All officially admitted undergraduate and
15 graduate students of the PNU, as the NUTE, shall be recognized as part of a
16 national community of teacher scholars committed to academic excellence,
17 professional competence, and service to the nation.

18 For purposes of this Act, a “National Teacher Education Scholar” refers
19 to a student who is granted scholarship support funded by the State, covering
20 tuition and other authorized educational expenses, subject to qualifications,
21 standards of merit, and financial need as may be prescribed by the PNU and
22 relevant government policies.

23 Students of the PNU may be granted National Teacher Education
24 Scholar status or other forms of financial assistance based on merit, need,
25 and academic performance, in accordance with rules approved by the Board
26 and consistent with national policies on public scholarships.

27 Nothing in this Act shall be construed as automatically conferring
28 National Teacher Education Scholar status upon all admitted students
29 without compliance with prescribed qualifications and requirements.

- 30 a) *National Intake.* – To ensure equitable access to high-quality teacher
31 education and to strengthen the national supply of teachers, the PNU
32 shall establish a National Intake Mechanism for its undergraduate and
33 graduate programs.

1 The mechanism shall initially prioritize the admission of National
2 Teacher Education Scholars from different regions and provinces of the
3 country, with the long-term goal of expanding to cover municipalities
4 and cities as resources permit, based on academic preparedness,
5 aptitude for teaching, commitment to public service, regional
6 representation, and other criteria as may be determined by the PNU
7 through policies approved by the Board. Local governments and other
8 relevant agencies may recommend and sponsor high-performing
9 students for admission under this program, subject to policies
10 established by the PNU. The National Intake Mechanism shall promote
11 equitable access across regions while upholding rigorous academic and
12 professional standards consistent with the PNU's mandate as the
13 NUTE.

14 In the implementation of the National Intake Mechanism, PNU
15 shall:

- 16 i. Set clear entry qualifications and a strict retention policy to
17 ensure the quality and readiness of scholars;
- 18 ii. Require an agreement between the PNU, the sponsoring local
19 government or agency, and the student upon enrollment,
20 providing that the scholar shall render service in the education
21 system, preferably in the region of the sponsoring local
22 government, consistent with national teacher demand;
- 23 iii. Develop and administer rigorous assessments to select students
24 who will be admitted as pre-service teachers under the program;
25 and
- 26 iv. Provide financial assistance and support programs to National
27 Teacher Education Scholars, including tuition exemption,
28 stipends, and allowances, with the aim of ensuring a high
29 graduation and completion rate across all campuses of the
30 University.

31
32 National Teacher Education Scholars shall be subject to a service
33 obligation, requiring them to serve in the Philippine education system

1 for a period to be determined by the Board, consistent with existing laws
2 and policies. The service obligation shall be designed to address
3 national and regional teacher shortages, particularly in underserved
4 and high-need areas, subject to existing deployment and civil service
5 policies. Scholars may enroll in any campus of the PNU System
6 depending on their chosen program of study, specialization, or regional
7 preference. The service obligation under this Section shall be
8 implemented in accordance with existing laws, civil service rules, and
9 deployment policies of the DepEd. The National Intake Mechanism
10 shall be implemented progressively, subject to the absorptive capacity
11 of the PNU and the availability of resources, as may be determined by
12 the Board.

13
14 b) *Teacher Education Financial Assistance and Privileges for Students.* – To
15 strengthen the National Intake Mechanism, local government units
16 (LGUs), government agencies, and partner institutions may provide
17 financial sponsorships or contributions for National Teacher Education
18 Scholars. Such sponsorships may be sourced from their general funds
19 or other authorized sources, and shall be remitted to the PNU National
20 Teacher Education Endowment Fund or directly to the PNU in
21 accordance with guidelines issued by the Board. The implementation
22 of service obligations and deployment preferences shall be coordinated
23 with the DepEd and other relevant agencies, consistent with existing
24 deployment and hiring policies.

25 Sponsored scholars shall be subject to a tripartite agreement
26 among the PNU, the sponsoring LGU or agency, and the student. The
27 agreement shall specify the terms of financial assistance and the
28 scholar's service obligation, which shall include preferential deployment
29 in the sponsoring LGU or agency, consistent with national teacher
30 demand and existing laws and policies.

31 All contributions and sponsorships shall be subject to
32 government accounting, auditing, and transparency standards, and the

1 PNU shall include a summary of such sponsorships in its annual report
2 to Congress.

3
4 c) *Basic Services.* – The provisions for basic services that are necessary to
5 protect the well-being and support the holistic development of students
6 shall be provided for. The following student affairs and services shall be
7 implemented:

8 i. *Student Welfare.* – The PNU shall ensure the delivery of basic
9 programs and services for students, including:

- 10 1. Information and orientation services
- 11 2. Guidance, counseling, and psychological services, such
12 as mental health programs anchored on PNU’s mental
13 health and wellness framework
- 14 3. Career services and job placement assistance
- 15 4. Economic enterprise development
- 16 5. Student handbook development and dissemination

17 These services shall be continuously developed to ensure the
18 holistic well-being of students, addressing their academic, personal,
19 emotional, social, and mental health needs.

20 ii. *Institutional Programs and Services.* – The PNU may provide
21 support to basic health, food, shelter, and safety concerns of
22 students, including but not limited to:

- 23 1. Scholarships, Financial Aid, and Incentives – covering
24 living allowance, uniform, research and book allowance,
25 educational tools, and other forms of student support,
26 with provisions for rewards and incentives for academic
27 and leadership achievements
- 28 2. Special Populations Support – dedicated programs and
29 assistance for scholars, working students, student-
30 parents, persons with disabilities (PWDs), athletes,
31 artists/performers, indigenous peoples, and international
32 students

1 3. Frontline Services – including cultural and sports
2 development, library and information services, medical
3 and dental services, housing and dormitories, multi-faith
4 and spiritual services, student loans, laundry facilities,
5 and other services necessary to sustain student welfare

6 iii. *Student Development Services.* – The PNU recognizes the
7 importance of student development and the critical role of
8 providing opportunities for leadership, discipline, and
9 community participation. PNU shall therefore provide
10 opportunities for student formation and discipline; student
11 organizations and activities; leadership training and
12 development; student publications and media; student
13 council/student government initiatives; and student mobility and
14 exchange programs (local and international), consistent with
15 institutional and national frameworks.

16 1. *Student Councils.* – The PNU shall establish the following
17 student councils:

- 18 1. A student council for each campus;
- 19 2. A graduate student council for each campus, subject
20 to feasibility and minimum membership
21 requirements; and
- 22 3. A National Union of Student Councils/Student
23 Government (or Student Federation) constituted
24 from officers of the campus student councils.

25 The National Union of Student Councils shall be
26 composed of duly elected representatives from
27 constituent campuses and their extension campuses.
28 The student councils shall serve as the primary
29 representative bodies of the students, advancing their
30 interests, welfare, and aspirations. Each council shall
31 have the authority to adopt internal rules of procedure
32 consistent with this Act.

1 2. *Student Publications.* – Subject to due and comprehensive
2 consultation with students, there shall be a student
3 publication established in every constituent campus,
4 funded by student fees. Freedom of expression and
5 autonomy in all editorial and fiscal matters shall be
6 guaranteed, particularly in the selection of editors and
7 staff. The political stand of the publication on local and
8 national issues shall be respected and upheld.
9

10 d) *International Students.* – Subject to the rule of reciprocity, international
11 students shall be afforded the same rights and privileges as Filipino
12 students. Separate admission and retention policies shall be crafted for
13 international students, alongside academic and mobility agreements
14 with partner institutions. The limitation on international student intake
15 is intended to preserve the PNU’s primary mandate of serving national
16 teacher education needs while supporting internationalization.

17 The intake of international students shall not exceed ten percent
18 (10%) of the total PNU student population per school year. Graduate
19 students holding non-Philippine passports must provide proof that the
20 higher education institutions they previously attended are recognized
21 through international academic rankings, in line with requirements for
22 inbound and outbound student mobility.
23

24 e) *Research and Field Practice Support.* – The PNU, in partnership with
25 the DepEd Schools Division Offices and other agencies, shall facilitate
26 efficient access to research venues and teaching practice opportunities
27 for undergraduate and graduate students, subject to approval by the
28 University Research Ethics Board.
29

30 f) *Licensure Equivalency.* – PNU, as NUTE, may develop and pilot
31 alternative licensure pathways, including performance-based
32 assessments, supervised residency programs, and other competency-
33 based evaluation mechanisms designed to strengthen teacher

1 preparation and professional readiness. Such alternative pathways
2 shall be developed and implemented in coordination and consultation
3 with PRC and other relevant agencies, and shall remain subject to PRC
4 oversight and approval in accordance with applicable regulatory
5 policies governing professional licensure.

6
7 **ARTICLE VII**
8 **LAND, ASSETS, INFRASTRUCTURE, AND TECHNOLOGY**
9

10 **Sec. 32.** *Land Grants and Other Real Properties of the PNU.* – All parcels
11 of land reserved, granted, or otherwise ceded by law, decree, presidential
12 issuance, or government action for the use of the Philippine Normal School
13 established under Act No. 74 of 1901, its successor the Philippine Normal
14 College created under R.A. No. 416 of 1946, and now the Philippine Normal
15 University constituted under R.A. No. 7168 of 1991, including the main site
16 in the City of Manila and all its duly established branches, together with all
17 existing buildings and permanent structures therein such as the Normal Hall
18 and other heritage edifices declared under R.A. No. 10066, are hereby
19 declared to be the property of the PNU.

20 Provided that the PNU ceases to exist, be abolished, or should such
21 parcels of land be no longer needed for the purposes of teacher education, the
22 same shall revert to the provinces, municipalities, or cities where they are
23 located.

24 The State may support the PNU System as the National University for
25 Teacher Education in the form of a lump sum amount in the Annual General
26 Appropriations Act, other financial benefits, and in kind, through land grants,
27 donations, and the use of other real properties. Income derived from the
28 development, lease, or other productive uses of all such land grants and real
29 properties shall accrue exclusively to the PNU, as may be determined by its
30 Board.

31 Such parcels of land ceded by law, decree, or presidential issuance to
32 the PNU are declared to be reserved for the purpose intended. The absolute
33 ownership of the PNU over these landholdings, including those covered by

1 original and transfer certificates of title issued in its name and their future
2 derivatives, is hereby confirmed. Where the issuance of certificates of title for
3 these landholdings is pending, the appropriate government office shall, within
4 six (6) months from the effectivity of this Act, expedite the issuance thereof in
5 favor of the PNU: *Provided*, That all legal and registration requirements
6 necessary for the issuance of the said titles have been duly submitted and
7 complied with.

8 The Board may plan, design, approve, and cause the implementation of
9 land leases: *Provided*, That such mechanisms and arrangements shall
10 sustain and protect the environment in accordance with law, and exclude the
11 academic core zone of the campuses of the PNU: *Provided further*, That such
12 mechanisms and arrangements shall not conflict with the academic mission
13 of the PNU.

14 The Board may allow the use of the income from real properties of the
15 PNU as security for transactions to generate additional revenues, when
16 needed for educational purposes.

17 The Board may approve the implementation of joint
18 ventures: *Provided*, That when the real properties of the PNU are involved,
19 only the income derived by PNU from the use of real properties shall be the
20 subject of its participation or obligation in the joint ventures: *Provided*
21 *further*, That no joint venture shall result in the alienation of the real
22 properties owned by the PNU.

23 Any plan to generate revenues and other sources from land grants and
24 other real properties entrusted to the PNU shall be consistent with the
25 academic mission and orientation of the PNU, and shall be protected from
26 undue influence and control of commercial interests: *Provided*, That such
27 programs, projects, or mechanisms shall be approved by the Board, subject
28 to a transparent and democratic process of consultation with the constituents
29 of the PNU: *Provided further*, That funds generated from such programs,
30 projects, or mechanisms shall not be meant to replace, in whole or in part,
31 the annual appropriations provided by the national government to the PNU.

32

1 **Sec. 33. Safeguards on Assets Disposition.** – The preservation and
2 protection of the value of the assets of PNU shall be of primary consideration.

3 The sale of any existing and future property of the PNU shall be
4 prohibited: *Provided*, That the Board may dispose real property donated only
5 if the same is allowed under the contract of donation.

6 Nothing in this Section shall prevent the PNU from entering into
7 cooperative agreements or partnerships with cultural, educational, or heritage
8 institutions, including the National Museum of the Philippines, for the
9 conservation, adaptive re-use, and development of its heritage buildings and
10 other real properties: *Provided*, That such arrangements shall not diminish or
11 transfer ownership of said properties and that the PNU shall remain their
12 perpetual owner and custodian.

13 The PNU shall develop and implement internal controls, measures, and
14 systems, consistent with existing laws and regulatory requirements, to ensure
15 the protection of its physical properties, documented information, and digital
16 assets.

17
18 **Sec. 34. Technology-based Infrastructure and Assets.** – As the NUTE,
19 PNU shall ensure delivery of the following:

- 20 a) Establish infrastructures, facilities, laboratories, research offices,
21 learning commons, and classrooms equipped with advanced
22 technology-based solutions to facilitate the fulfillment of its mandate;
23 b) Create initiatives for innovations and system-based solutions to
24 digitalize the processes and services that will support operations and
25 functions efficiently and effectively;
26 c) Establish comprehensive digital security that has well-defined security
27 policies, procedures, and ongoing maintenance and updates to ensure
28 the university’s digital assets and data remain secure against evolving
29 cyber threats;
30 d) Develop and implement teacher education programs that integrate
31 digital pedagogy, AI tools, and technology-driven teaching strategies;
32 e) Acquire technology-based resources and other forms of digital assets to
33 drive university goals and directions; and

- 1 f) Manage communication and collaboration among stakeholders
2 effectively by utilizing information and communication technology
3 provisions.
4

5 **ARTICLE VIII**
6 **FINANCIAL MANAGEMENT, TAX EXEMPTIONS, AND SUSTAINABILITY**
7

8 **Sec. 35. *Financial Management and Sustainability.*** – There shall be an
9 independent trust committee to be composed of the President of the PNU as
10 Chairperson and with representatives from the Bankers Association of the
11 Philippines (BAP), Investment Houses Association of the Philippines (IHAP),
12 Trust Officers Association of the Philippines (TOAP), Financial Executive
13 Institute of the Philippines (FINEX) as representatives, and who shall be
14 entitled to a reasonable *per diem*, as the Board may specify.

15 The independent trust committee shall recommend to the Board five (5)
16 universal banks selected on a provident basis. Trust departments shall
17 manage the corporate and other funds through trust agreements of the PNU
18 on a non-directed basis: *Provided*, That any such agreement shall be for a
19 period of not more than two (2) years.

20 The independent trust committee shall provide the Board with direction
21 on the appropriate investments with the view of preserving the value of funds
22 while allowing the PNU to earn a reasonable return thereon.

23 To support NUTE's expanded functions, PNU shall adopt a workload
24 differentiation scheme, institutionalize research incentives, and decentralize
25 governance by expanding campus and stakeholder participation. Investments
26 in infrastructure and digital platforms shall be prioritized.
27

28 **Sec. 36. *Tax Exemptions.*** – The provisions of any general or special law
29 to the contrary notwithstanding:

- 30 a) All revenues and assets of the PNU used actually, directly and
31 exclusively for educational purposes or in support thereof shall be
32 exempt from all taxes and duties;

- 1 b) Gifts and donations of real and personal properties of all kinds shall be
2 exempt from the donor's tax and the same shall be considered as
3 allowable deductions from the gross income of the donor, in accordance
4 with the provisions of the National Internal Revenue Code of 1997, as
5 amended: *Provided*, That the allowable deductions shall be equivalent
6 to 150 percent of the value of such donation. Valuation of assistance
7 other than money shall be based on the acquisition cost of the property.
8 Such valuation shall take into consideration the depreciated value of
9 property in case said property has been used;
- 10 c) Importation of economic, technical, vocational, scientific, philosophical,
11 historical and cultural books, supplies and materials, duly certified by
12 the Board, including scientific and educational computers and
13 equipment, shall be exempt from customs duties in accordance with
14 the provisions of R.A. No. 10863 or the "Customs Modernization and
15 Tariff Act (CMTA)";
- 16 d) The University shall only pay 0% Value Added Tax for all transactions
17 subject to this tax; and
- 18 e) All academic monetary awards shall be exempt from all taxes.
- 19

20 **Sec. 37. Appropriations.** – The amount needed to carry out the
21 implementation of this Act shall be charged against the current year's
22 appropriations of the PNU and its other internal funds. Thereafter, the
23 amount necessary to strengthen its capacity as the NUTE shall be included
24 in the Annual General Appropriations Act.

25
26 **ARTICLE IX**
27 **IMPLEMENTING, TRANSITORY, AND FINAL PROVISIONS**

28
29 **Sec. 38. Implementing Rules and Regulations.** – Within ninety (90) days
30 after the effectivity of this Act, the Board, in consultation with the CHED,
31 DBM, and other relevant agencies, shall formulate the rules and regulations
32 to fully implement the provisions of this Act.

33

1 **Sec. 39. *Transitory Provision.*** – To ensure a smooth transition, the
2 incumbent President shall serve as the first President of the PNU with a term
3 of four years, which is the same term proposed for the PNU President.

4
5 **Sec. 40. *Separability Clause.*** – If any provision or part of this Act is
6 declared invalid or unconstitutional, the remaining provisions or parts not
7 affected shall remain in full force and effect.

8
9 **Sec. 41. *Repealing Clause.*** – All other laws, including R.A. Nos. 7168
10 and 9647, executive orders, presidential decrees, administrative orders, rules
11 and regulations, issuances, or parts thereof inconsistent with or contrary to
12 the provisions of this Act are hereby repealed or amended accordingly.

13
14 **Sec. 42. *Effectivity.*** – Notwithstanding the non-issuance of the IRR, this
15 Act shall take effect fifteen (15) days after its publication in the Official
16 Gazette or in a newspaper of general circulation.

Approved,