



**The Senate**  
**TENTH OLBIIL ERA KELULAU**  
 P.O. Box 8, Ngerulmud  
 Republic of Palau 96939

NINTH SPECIAL Session

December 2019

INTRODUCED AS SENATE BILL NO. 10-123, SD2, HD1, GD1

**AN ACT**

( See Title Inside )

INTRODUCED BY SENATOR (S) Stevenson J. Kuartel, Hokkons Baules, Mark U. Rudinch

John B. Skehong, and Phillip P. Reklai ET, AL.,

DATE INTRODUCED May 17, 2018

**SENATE ACTION**

FIRST READING: May 17, 2018  
 REFERRED TO: Health and Education  
 STANDING COMMITTEE REPORT NO.: 10-136  
 DATE ADOPTED: August 08, 2018  
 SECOND READING: August 08, 2018  
 LEGAL FORMAT: Proper  
 REVIEW: August 28, 2018  
 THIRD READING: August 28, 2018  
 FINAL READING: December 06, 2018

**HOUSE ACTION**

FIRST READING: August 30, 2018  
 REFERRED TO: Education and Youth Affairs  
 STANDING COMMITTEE REPORT NO.: 10-66  
 DATE ADOPTED: October 23, 2018  
 SECOND READING: October 23, 2018  
 LEGAL FORMAT: Proper  
 REVIEW: October 23, 2018  
 THIRD READING: October 30, 2018  
 FINAL READING: December 10, 2018

**CONFERENCE COMMITTEE ACTION**

DATE: December 06, 2018  
 COMMITTEE REPORT NO.: 10-4  
 DATE PASSED: December 06 and December 10, 2018  
 FINAL READING: December 10, 2018

Ann L. Pedro  
 CLERK OF THE SENATE

Marcelino Ngerulmud  
 CLERK, HOUSE OF DELEGATES

## AN ACT

To improve the quality of education in the Republic of Palau by requiring the Ministry of Education to establish regulations for teacher certifications, and other related purposes.

THE PEOPLE OF PALAU REPRESENTED IN THE OLBIL ERA KELULAU DO ENACT AS FOLLOWS:

1           Section 1. Legislative Findings. The Olbil Era Kelulau finds that establishing  
2 an official teacher certification process will ensure that all students in Palauan schools  
3 are receiving the best instruction that allows them to reach their maximum potential.

4           The current make up of educators in Palau paint a picture which calls for  
5 systemic improvement of the educational system from the inside out. Currently,  
6 thirty-eight percent of Palauan teachers hold only a high school diploma with some  
7 college credits, 38% hold an associate degree, with only 23% holding a bachelor's  
8 degree or higher. In stark contrast, out of twenty-five (25) educators who are foreign  
9 nationals, all but two (2) hold an associate degree or higher, with the majority of those  
10 (17) holding a bachelor's degree or higher. Recent studies show correlation between a  
11 teacher's education level and the positive outcome percentage of such teacher's  
12 students. Recent trends also show that qualified and experienced teachers are leaving  
13 the profession because of low pay and heavy school workload. The current law  
14 governing teacher's certification within the Republic is outdated and places the brunt  
15 of the authority with a Board not currently implemented. A more detailed process for  
16 obtaining a teachers' certificate will ensure better teachers for the children of Palau.

17           The Olbil Era Kelulau concludes that prospective teachers, especially those of  
18 foreign backgrounds, should be required to possess at least an associate degree in  
19 education or the field they seek to instruct before being certified as an educator for the  
20 Republic of Palau, and for those who are currently teachers, to impose a strict timeline  
21 for such individuals to come into compliance. The Olbil Era Kelulau also finds that  
22 teacher training programs need to be improved to ensure that current educators are

1 given the tools that they need to educate their students using the best and most current  
2 methods of teaching.

3 Section 2. Amendment. Sections 151 and 154 of Title 22 are amended as follows:

4 "§ 151. Teachers' certificates; required; qualifications.

5 (a) No person may serve as a teacher in any public school without first having  
6 obtained at least an associate degree in the field of education or the subject matter in  
7 which the individual seeks to teach, except for a position where there is not a qualified  
8 teacher applicant. Upon earning an associate's degree in the relevant field, a  
9 prospective teacher shall apply for and the Ministry of Education shall issue a  
10 certificate without cost to the teacher. When there is no qualified teacher applicant, an  
11 unqualified teacher may be appointed for up to two (2) years, during which a qualified  
12 teacher must be obtained for the position.

13 (b) Teacher certifications shall be subject to review and renewal to be  
14 determined by the Ministry of Education.

15 (c) The qualification standards and requirements for certification shall be  
16 established by the Ministry of Education by regulation. The Ministry of Education shall  
17 also hold continuing teacher training programs every two (2) years to promote teacher  
18 skills and encourage compliance with qualification standards and requirements. The  
19 regulations shall include, at a minimum the following:

20 (1) Education requirements, including but not limited to degrees in  
21 education or specific subject matter, certificates, and other proof of career  
22 development,

23 (2) Experience as a teacher,

24 (3) Practical experience in the subject matter to be taught, and

25 (4) A criminal background check and screening for illegal drugs.

26 § 155. Teacher training programs.

27 (a) The Ministry shall provide training programs to enable residents of the

1 Republic to qualify for certification as teachers. All non-citizens must meet the  
2 minimum requirements for certification before becoming a teacher.

3 (b) The Minister shall establish a teacher training program for all teachers of  
4 the Republic so as to provide for the continuous upgrading of teaching skills of all  
5 teachers.

6 (c) Within six (6) months of the effective date, the Ministry shall provide  
7 curriculum and training program schedules and expected costs, including, but not  
8 limited to, expected increases in teacher salaries, to the Olbiil Era Kelulau."

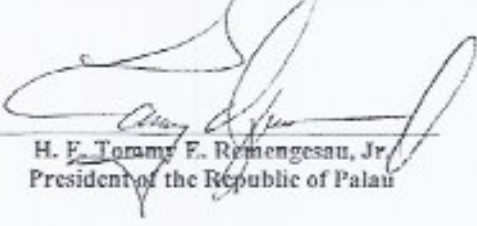
9 Section 3. Regulations. The Ministry of Education shall promulgate  
10 regulations pursuant to this Act within six (6) months of enactment and submit them to  
11 the Olbiil Era Kelulau.

12 Section 4. Grandfather Clause. As of the Effective Date of this Act, the teachers  
13 currently teaching at public schools who do not possess the minimum educational  
14 requirements of this Act shall have five (5) years from the date the Ministry  
15 promulgates regulations of this Act as required by Section 3."

16 Section 5. Effective Date. This Act shall take effect upon its approval by the  
17 President of the Republic of Palau, or upon its becoming law without such approval.

PASSED: December 10, 2018

Approved this 26<sup>th</sup> day of DECEMBER, 2018.

  
H. F. Toram E. Remengesau, Jr.  
President of the Republic of Palau