

EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



HOUSE OF REPRESENTATIVES

H.B. No. 3435

Introduced by Rep. Vilma Santos-Recto
6th District of Batangas

AN ACT
PROVIDING FOR A TEN THOUSAND PESO (P10,000.00) ACROSS-THE-BOARD
INCREASE IN THE BASIC MONTHLY SALARY OF ALL PUBLIC ELEMENTARY
AND SECONDARY SCHOOL TEACHERS AND APPROPRIATING FUNDS
THEREFOR

EXPLANATORY NOTE

The 1987 Constitution, under Sec. 5 (5), Article XIV expressly provides that:

"The State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment."

Despite this constitutional mandate, the salaries of our public school teachers remain unquestionably meager considering the volume of work and responsibility entrusted to them. With teachers being one of the most important influences in nurturing our youth to become valuable members of the society, it is the State's duty to grant them a decent pay which is commensurate to the contributions and sacrifices they make. The unattractive salary levels impel some of our teachers to look for better opportunities abroad, some of which are not even aligned with their skills. This leads the country to lose valuable labor assets which should have benefited our own people.

One of the factors that measure the standard of our education is the quality of educators that mold the hearts and minds of our young. Higher pay incentivizes teachers to

improve their teaching abilities because it makes them realize that their work is appreciated as can be gleaned from the concern of the government with their welfare.

It is high time that our 830,000 public school teachers be accorded with this constitutional right to a decent wage so as to uplift their living conditions and to recognize that teaching is a noble profession that should be given a premium in budget allocation priorities.

Hence, the immediate approval of this bill is earnestly sought.



VILMA SANTOS-RECTO

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

1 Section 1. *Declaration of Policy.* – It is the policy of the State to ensure that the
2 education sector receive the highest budgetary priority. Along this end, the State shall
3 promote and improve the economic status of teachers to attract and retain the best available
4 talents and assist them in providing quality education to their students through adequate
5 remuneration and other means of job satisfaction and fulfillment.

6 Sec. 2. *Increase in the Basic Monthly Salary.* – All public elementary and secondary
7 school teachers, regardless of their length of service, are entitled to an across-the-board
8 increase of Ten Thousand Pesos (P10,000.00) to their basic monthly salary.

9 Sec. 3. *Appropriations.* – The amount necessary to implement the provisions of this
10 Act shall be included in the budget of the Department of Education (DepEd) under the
11 General Appropriations Act for the year following the approval of this Act.

12 Sec. 4. *Implementing Rules and Regulations.* – The Department of Budget and
13 Management (DBM), in consultation with the DepEd and the Commission on Higher
14 Education (CHED) shall promulgate within ninety (90) days after the effectivity of this Act
15 the necessary rules and regulations for its effective and immediate implementation.

16 Sec. 5. *Separability Clause.* – If any provision of this Act shall be held
17 unconstitutional, the remainder of the Act not otherwise affected shall remain in full force
18 and effect.

1 Sec. 6. *Repealing Clause.* – All existing laws, presidential decrees, executive orders,
2 proclamations or administrative regulations that are inconsistent with the provisions of this
3 Act are hereby amended, modified, superseded, or repealed accordingly.

4 Sec. 7. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in
5 the *Official Gazette* or in at least two (2) newspapers of general circulation.

Approved,