

Republic of the Philippines  
Congress of the Philippines  
Metro Manila  
Eighteenth Congress  
First Regular Session



Introduced by:

Juan Fidel Felipe F. Nograles  
Second District  
Province of Rizal

**5076**

**AN ACT**

**PROVIDING FOR A HIGHER SALARY GRADE LEVEL AND GRANTING  
RETIREMENT BENEFITS TO ALL PUBLIC SCHOOL TEACHERS AND  
PROVIDING FUNDS THEREFOR**

**Explanatory Note**

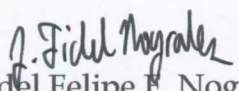
"Ang Kabataan ang Pag-asa ng Bayan." This adage still rings true today. The youth are the hope of the nation. And it is our teachers who mold our youth to be the hope of our nation.

Public school teachers are among the most underpaid workers in government, given their workload, responsibilities, and role in the society. Despite the fact that they are heralded as molders of our children's future and second parents to our children, public school teachers receive a basic salary that does not equate to their contribution. Our teachers are considered to be the heart of the educational system. Hence, the government needs to give priority to their welfare and interests.

We have about 800,000 public school teachers but the low salaries that they receive have been a major disincentive for them to improve their skills in teaching and pursue further education and training. It is also a predicament that our public schools have failed to attract the best and the brightest graduates from the top colleges and universities because of low salary levels, preventing our public education system from benefiting from the knowledge and expertise of outstanding teachers. Especially with the implementation of the K-12 law, having inspired and capable teachers is probably one of the best investments our government could make.

Our 1987 Constitution no less recognizes the importance of education and our teachers. Section 5 (5), Article XIV of the 1987 Constitution provides that "[t]he 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 such recognition, the profession remains to be one of the lowest paid sectors in the country. Considering that educators perform a crucial role in nation-building, they must receive adequate remuneration and incentives in exchange to the value of service they render.

Thus, this bill seeks to increase the minimum salary grade level of all public school teachers. In addition, this also grants adequate retirement benefits to qualified teachers. These are simple measures aimed at providing a more conducive work atmosphere and living condition for those who choose to practice this noble profession.

  
Juan Fidel Felipe F. Nograles  
2<sup>nd</sup> District, Rizal



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

**Section 1. Declaration of Policy.** It is hereby declared the policy of the State to 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.

**Sec. 2. Increase in the Minimum Salary Grade Level.** The present minimum salary grade level of public school teachers in the elementary and secondary schools shall be upgraded from Grade 11 to Grade 17 and there shall be corresponding upgrade in salary grades of next level teachers.

**Sec. 3 Retirement Benefits.** All qualified public school teachers under Republic Act No. 8291 or the Revised Government Service Insurance System Act of 1997 shall receive a monthly pension for life amounting to not less than eighty percent (80%) of the monthly average salary, allowances and other emoluments authorized by law.

**Sec. 4. Appropriations.** The initial funding required for the implementation of this Act shall be sourced from the savings of the Executive Branch of the government and other possible sources that may be determined by the Office of the President. The subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

**Sec. 5. Implementing Rules and Regulations.** Within sixty (60) days from the effectivity of this act, the Department of Education and the Government Services Insurance System in coordination with the Department of Budget and Management shall promulgate the necessary rules and regulations for the effective implementation of this Act.

**Sec. 6. Repealing Cause.** - All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

**Sec. 7. Separability Clause.** - If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

**Sec. 8. Effectivity.** - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,