

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. **3069**

HOUSE OF REPRESENTATIVES

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REGISTRATION UNIT

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Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

EXPLANATORY NOTE

"What nobler employment, or more valuable to the State, than that of the man who instructs the rising generation."

Marcus Tullius Cicero

This proposal has been filed during the 16th Congress, however, even with the issuance of Executive Order No. 201 Series of 2016 providing adjustment to the salaries of government worker, the true intention of upgrading the salaries of teachers was not achieved. The increase in effect, merely gave the teachers on Salary Grade 11 the amount of P2,205.00 spread out on four years a monthly increase of more or less P551.25 or roughly P25.05 per day. With the increase of cost of living, suffice it to say that the increase will not create an impact on the lives of our teachers and their families. It is thus aimed by this proposal to at least alleviate the plight of our educators which have given the best years of their lives in molding the youth of today.

Teachers are considered as the second parents of our children. They are tasked to teach classroom lessons and even mold the values of our youth. Aside from teaching responsibilities, they also perform other duties that the State would delegate them to do. It is therefore an understatement to say that they are the most exhausted, abused and most taken advantage of among our public servants. And with their massive work, compensation is not enough. This drives the best of our educators to look for better employment outside the academe and some outside the country. And that leaves our children without the best educators that they could have.

Undeniably, the 1987 Constitution recognizes the value of education, the youth and the teachers. Enshrined therein is the policy of the State providing for "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." In the same way, this is strengthened by "The Magna Carta for Public School Teachers" which made sure that the compensation levels of teachers should be comparable with other occupations requiring equivalent



qualifications.

Thus, to ensure the State will continuously fulfill its responsibility and accomplish its declared policies, it is aimed to increase the minimum salaries of teaching and non-teaching personnel in public and secondary schools. And to fully compensate them with their hardwork, increase on the PERA is also proposed. In the end, investment in education will bring our country forward and the future of the generations that will eventually reap its benefits.

Passage of the law is therefore earnestly sought.

A handwritten signature in black ink, appearing to be a stylized name followed by a checkmark or a flourish.

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SEVENTEENTH CONGRESS
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HOUSE BILL NO. 3069

Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

1 **AN ACT**
2 **INCREASING THE MONTHLY MINIMUM WAGE OF PUBLIC SCHOOL TEACHERS**
3 **TO TWENTY FIVE THOUSAND PESOS (P25,000.00) AND NON-TEACHING**
4 **PERSONNEL TO FIFTEEN THOUSAND PESOS (P15,000.00) AND AUGMENTING**
5 **THE PERSONNEL ECONOMIC RELIEF ALLOWANCE (PERA)**
6
7

8 *Be it enacted by the Senate of the Philippines and the House of Representatives*
9 *in Congress assembled:*
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11

12 **SECTION 1. Declaration of Policy.-** It is hereby declared the policy of the State to
13 ensure that education is given highest priority in governance, and that teaching will
14 attract and retain its rightful share of the best available talents by means of adequate
15 remuneration and other means of job satisfaction. And as a means to achieve this, the
16 State recognizes its duty to assign the highest budgetary priority to education. In the
17 formulation of decisions with regard to educational reforms, the State likewise hold
18 paramount the protection and promotion of the right of citizens to quality education at all
19 levels and the rights of education workers to humane conditions of work and a living
20 wage.
21

22 **SEC. 2. Coverage.-** This Act shall cover all teaching and non-teaching personnel
23 in all public schools in the elementary and secondary level, whether nationally or locally
24 funded, including those in technical and vocational schools and state universities and
25 colleges.

1
2 **SEC. 3.** *Increase in the Minimum Salaries of Public School Teachers.* - The
3 present minimum salaries of public school teachers in the elementary and secondary
4 schools shall be upgraded to P25,000.00 a month. The salaries of those occupying
5 higher positions shall be adjusted accordingly.
6

7 **SEC. 4.** *Increase in the Minimum Salaries of Non-Teaching Personnel.* - The
8 present minimum salaries of non-teaching personnel in the elementary and secondary
9 schools shall be raised to P15,000.00 a month. The salaries of those occupying higher
10 positions shall be adjusted accordingly.
11

12 **SEC. 5.** *Augmentation of the Personnel Economic Relief Allowance (PERA).*-
13 The Personnel Economic Relief Allowance (PERA) is hereby increased to FIVE
14 THOUSAND PESOS (P5,000.00) a month.
15

16 **SEC. 6.** *Rules and Regulations.* - The Department of Education and the
17 Department of Budget and Management shall promulgate the necessary rules and
18 regulations of the provisions of this Act.
19

20 **SEC. 7.** *Funding.* – The amount necessary to implement the provisions of this Act
21 shall be included in the budget of the Department of Education in the annual General
22 Appropriations Act.
23

24 **SEC. 8.** *Separability Clause.* - Should any provision herein be declared invalid or
25 unconstitutional, the same shall not affect the validity of the other provisions of this Act.
26

27 **SEC. 9.** *Repealing Clause.* - All laws, decrees, orders, rules and regulations, or
28 other issuances or parts thereof inconsistent with the provisions of this Act are hereby
29 repealed.
30

31 **SEC. 10.** *Effectivity.* -This Act shall take effect fifteen (15) days after its

1 publication in the *Official Gazette* or in a newspaper of general circulation.

2

3 *Approved,*

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