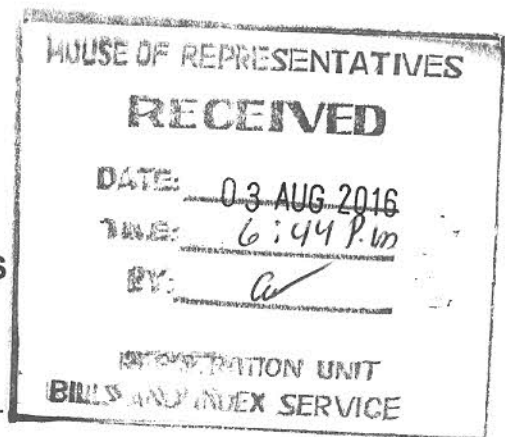


Republic of the Philippines
House of Representatives
Quezon City

SEVENTEENTH CONGRESS
First Regular Session

House Bill No. 2491



Introduced by Representative Estrellita B. Suansing

EXPLANATORY NOTE

It is provided in the 1987 Constitution that the State is mandated to assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents by means of adequate remuneration and other means of job satisfaction and fulfilment.”

Also, the Magna Carta for Public School Teachers (Republic Act No. 4670) protects the rights of public educators to a decent salary by ensuring that compensation levels compare favourably to those paid in other occupations requiring equivalent qualifications and that they ensure reasonable standard of life for themselves and their families.

At present, entry-level position for a licensed teacher receives a salary amounting to ₱18,549.00 per month based on a salary grade (SG) of 11. The present day scheme of public school teachers is nowhere near the pay scheme of other occupations in government, and even the private sector, where qualifications and employment requirements are less stringent than licensed teachers.

Meanwhile, the non-teaching personnel who provides support to teachers are paid ₱9,000.00 per month, which is lower than the minimum wage in the National Capital Region (NCR).

Through all these financial struggles, many of our graduates, including our licensed teachers, try their luck as overseas workers but not as educators; instead, they work as domestic helpers, nannies, and caregivers. Four years of burning the midnight oil and several months spent to review for the Licensure Examination for Teachers (LET) only to be rewarded by either mismatched job option or a teaching job that offers just above a minimum wage earner's salary.

Also to augment their meagre income, some teachers have resorted to selling wares, beauty products or processed food to fellow teachers and students. Several of them have also turned to loan sharks and lending companies, who then take advantage of their situation. As a result, their focus veers away from more important tasks at hand, which is to educate our children.

Considering their pivotal role in nation development, it is but time that we address the plight of our public school teachers and non-teaching personnel. It is the objective of this bill to restore the intrinsic value equal to the worth of the world's most

noble profession. This bill ultimately aims to provide a much improved quality of living for teaching and non-teaching staff in public elementary and secondary schools by increasing its entry-level pay.

The country can only move forward in the global knowledge economy if government ensures that it invests enough on improving its human capital.

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



ESTRELLITA B. SUANSING
1st District, Nueva Ecija

Republic of the Philippines
House of Representatives
Quezon City

SEVENTEENTH CONGRESS

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2491

House Bill No. _____

Introduced by Representative Estrellita B. Suansing

AN ACT

INCREASING THE MONTHLY SALARIES OF PUBLIC SCHOOL TEACHERS TO TWENTY FIVE THOUSAND PESOS (P25,000.00) AND NON-TEACHING PERSONNEL TO FIFTEEN THOUSAND PESOS (P15,000.00)

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

SECTION 1. *Declaration of Policy.* – It is hereby declared the policy of the State to ensure that education is highest priority in governance, and that teaching will attract and retain its rightful share of the best available talents by means of adequate remuneration and other means of job satisfaction and fulfilment. In the formulation of decisions with regard to education reforms, the State shall likewise hold paramount the protection and promotion of the right of citizens to quality education at all levels and the rights of education workers to humane conditions of work and a living wage.

SECTION 2. *Coverage.* – This Act shall cover all teaching and non-teaching personnel in all public schools in the elementary and secondary levels, whether nationally or locally funded, including those in technical and vocational schools and state universities and colleges.

SECTION 3. *Raising of the Minimum Salaries of Public School Teachers.*
– The present minimum salaries of public school teachers in the elementary and secondary schools shall be raised from eighteen thousand five hundred forty nine pesos (P18,549.00) to twenty five thousand pesos (P25,000.00) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 4. *Raising of the Minimum Salaries of Non-Teaching Personnel.*
– The present minimum salaries of non-teaching personnel in the elementary and secondary schools shall be raised from nine thousand pesos (P9,000.00) to fifteen thousand pesos (P15,000.00) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 5. *Priority in Budget Allocation.* – The government shall appropriate such amount as may be necessary to carry out the objectives of this Act: *Provided, That* the salary increase of teaching and non-teaching personnel in public

schools shall take priority over non-educational and non-agricultural budgetary allocations.

SECTION 6. *Rules and Regulations.* – The Department of Education and the Department of Budget and Management shall promulgate the necessary rules and regulations of the provisions of this Act.

SECTION 7. *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, and subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

SECTION 8. *Separability Clause.* – Should any provision herein be declared invalid or unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 9. *Repealing Clause.* – All laws, decrees, orders, rules and regulations, or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed.

SECTION 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,