

EIGHTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
FIRST REGULAR SESSION



HOUSE OF REPRESENTATIVES
HOUSE BILL NO. 4495

Introduced by Representative ROSE MARIE 'BABY' J. ARENAS

**AN ACT TO PROMOTE HIGH PERFORMANCE OF PUBLIC SCHOOL TEACHERS,
TECHNICAL VOCATIONAL INSTRUCTORS AND HIGHER EDUCATION TEACHING
PERSONNEL**

EXPLANATORY NOTE

Education is a great social equalizer. Around the world, the primary instrument in nation building is education, at its forefront are teachers. If we truly care about our country and its people, the wisest investment we can make to ensure a sustainable future is on people- our greatest asset. Recognizing the important role of education, Article XIV, Section 5 (5) of the 1987 Constitution provides:

"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 fulfilment."

While it is true that education sector receives the largest share in the national budget, and measures have been passed to increase the take home pay of teachers, the salary of our teachers remain to be lower compared to the salaries received by other professionals. With the passage of Joint Resolution No. 1 in 2018 which increased the base pay of military and uniformed personnel, a Private/Police Officer 1 is not entitled to receive P29, 668, while a Teacher 1 with

Salary Grade 11, is entitled to only P20, 754. This measure seeks to adjust the minimum basic salary received by entry level public school teachers, technical vocational instructors and higher education teaching personnel to at least P30,000 and P35,000, respectively and accordingly adjust the salaries of those the salaries of those teachers ad instructors occupying higher positions.

Providing teachers with the right incentives to encourage them to remain in the noblest profession of educating and molding our young people to become behaviourally better and productive citizens of the country. This bill hopes to invigorate our teachers as they help build the nation. The proposed bill is aimed at promoting high performance of our educators, thereby resulting to quality education, better learning outcomes, and sustainable Philippines.

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



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

Section 1. Adjustment in the Minimum Basic Salary of Public School Teachers and Technical Vocational Instructors. - The present entry level salary of public school teachers and technical vocational instructors shall not be less than Thirty Thousand Pesos (P30,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

Section 2. Adjustment in the Minimum Basic Salary of Higher Education Teaching Personnel. -The present entry-level salary of teaching personnel in State and Local Universities and Colleges shall not be less than Thirty Five Thousand Pesos (P35,000) a month. The salaries of all other teaching personnel occupying higher positions shall be adjusted accordingly.

Section 3. Training and Evaluation.- The Department of Education (DepEd), the Technical Education and Skills Development Authority and the Commission on Higher Education (CHED) shall develop a reasonable and efficient performance evaluation system for teaching personnel that is observation-based. The DepEd, TESDA and CHED shall likewise establish training programs for the teachers' and instructors' continuing professional development. The evaluation and training shall include, but not limited to instructional methodology, classroom/workshop management, subject matter specialization, and shall take into consideration students' economic progress. The training and evaluation shall in no way require the teachers to render unpaid overtime work nor shall it result in reduced contact time with students.

Section 4. Priority in Budget Allocation – The National Government shall appropriate such amount as may be necessary to carry out the objectives of this Act. The salary increase of public school teachers shall take priority over non educational and non-agricultural budgetary allocations.

Section 5. Budget required- The DepEd, TESDA and the CHED shall immediately come up with the specific programmed budget needed to cover the expenses for the adjustment in the basic salary to allow the Department of Budget and Management (DBM) to make necessary adjustments and facilitate the smooth implementation of this Act.

Section 6. Appropriations. – The amount necessary for the initial implementation of this ACT shall be taken from current appropriations. Thereafter, funds needed in subsequent years shall be included I the General Appropriations Act.

Section 7. Implementing Rules and Regulations. – The DepEd, TESDA, CHED and the DBM, with the full participation of the most representative public sector union/federation/confederation, shall issue the rules and regulations necessary to effectively implement the provisions of this ACT within ninety (90) days from its effectivity date.

Section 8. Separability Clause. - If any provision of this ACT is declared unconstitutional or invalid, the provisions not affected thereby shall continue to be in full force and effect.

Section 9. Repealing Clause. - All laws, decrees, orders, rules and regulations inconsistent with the provisions of this ACT are hereby repealed or modified accordingly.

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.