

**Republic of the Philippines
House of Representatives
Quezon City**

**Eighteenth Congress
First Regular Session**

House Bill No. 196

**Introduced by Representatives
Estrellita B. Suansing and Horacio P. Suansing, Jr.**



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 favorably to those paid in other occupations requiring equivalent qualifications and that ensure reasonable standard of life for themselves and their families.

At present, an entry-level public school teacher receives a monthly salary of P20,754.00 (SG11-Step 1) based on the Fourth Tranche Monthly Salary Schedule for Civilian Personnel of the National Government. Non-teaching personnel, providing support to teachers, meanwhile receive a monthly salary of P11,068.00 (SG1-Step 1).

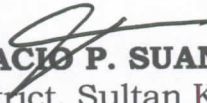
To augment the meager income our teaching and non-teaching personnel take home, some have resorted to selling wares, beauty products or processed food to fellow teachers, parents, and students. Several of them have also turned to loan sharks and lending companies, who then take advantage of their situation. As a result, their focus veers away from more important task at hand, which is to educate our children.

Considering the pivotal role in nation development, it is but time that we address the plight of our public school teachers, as well as the non-teaching personnel. It is the objective of this bill to restore the intrinsic value equal to the worth of the world's noblest profession. This bill ultimately aims to provide a much improved quality of living for teaching and non-teaching staff in our public schools by increasing their monthly salaries.

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.


REP. ESTRELLITA B. SUANSING
1st District, Nueva Ecija


REP. HORACIO P. SUANSING, JR.
2nd District, Sultan Kudarat

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AN ACT

UPGRADING THE MINIMUM MONTHLY SALARY OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE 11 TO SALARY GRADE 20, AND FROM SALARY GRADE 1 TO SALARY GRADE 8, RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR

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

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

9
10 **SEC. 2. Coverage.** – This Act shall cover all teaching and non-teaching
11 personnel in all public schools in the elementary and secondary levels,
12 whether nationally or locally funded, including those in technical-vocational
13 schools and state universities and colleges.

14
15 **SEC. 3. Raising the Minimum Monthly Salaries of Public School Teachers.** – The minimum monthly salaries of public school teachers is
16 hereby raised from Salary Grade 11 to Salary Grade 20. The salaries of those
17 occupying higher positions shall be adjusted accordingly.

18
19
20 **SEC. 4. Raising the Minimum Monthly Salaries of Public School Non-Teaching Personnel.** – The minimum monthly salaries of public school non-
21 teaching personnel is hereby raised from Salary Grade 1 to Salary Grade 8.
22 The salaries of those occupying higher positions shall be adjusted accordingly.
23

1 **SEC. 5. *Priority in Budget Allocation.*** – The government shall appropriate
2 such amount as may be necessary to carry out the objectives of this Act:
3 *Provided*, That the salary increase of teaching and non-teaching personnel in
4 public schools shall take priority over non-educational and non-agricultural
5 budgetary allocations.

6
7 **SEC. 6. *Rules and Regulations.*** – The Department of Education and the
8 Department of Budget and Management shall promulgate the necessary rules
9 and regulations for the implementation of this Act.

10
11 **SEC. 7. *Appropriations.*** – The initial funding required for the
12 implementation of this Act shall be sourced from the savings of the Executive
13 Branch of the government and other possible sources that may be determined
14 by the Office of the President, and subsequent funds needed shall be included
15 in the annual General Appropriations Act for the years following the
16 implementation of this Act.

17
18 **SEC. 8. *Repealing Clause.*** – All laws, executive orders, rules and
19 regulations, which are inconsistent with this Act are hereby amended,
20 repealed or modified accordingly.

21
22 **SEC. 9. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
23 publication in the *Official Gazette* or in ant newspaper of general circulation.

Approved,