



Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila



**EIGHTEENTH CONGRESS**

First Regular Session

HOUSE BILL NO. 5133

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Introduced by **HON. MUJIV S. HATAMAN** of the **Lone District of Basilan** and  
**HON. AMIHILDA J. SANGCOPAN** of **Anak Mindanao Party-List**

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**EXPLANATORY NOTE**

To state that public school teachers are one of the lowest paid public servants in the country is a gross understatement. For the work and service they render, they are paid a pittance. Aside from their primary role as educators, they also act as the second parents of our children outside of our homes.

And it does not stop there. To their students, they also serve as life mentors, motivational speakers, career advisers, guidance counselors and even social workers. These are among the many hats they wear that are not in their official job description the moment they step into school. Added to these are the mountains of clerical work they do that has nothing to do with teaching, as well as the perennial thankless - and sometimes life-threatening - job they perform for the local and national elections.

In short, their job and the roles they play require them to be nothing less than heroes, and they should be treated as such. However, most of them do not feel this level of importance, especially when it comes to the amount of wages and compensation they receive from the State.

The 1987 Constitution of the Republic of the Philippines places a high premium on education when it comes to budgetary priority. It also stresses the importance of attracting the best educators through adequate pay.

In exact terms, our fundamental law states in Article XIV, Section 5 (5) the following: "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 fulfillment."

But the sad reality is our public school teachers - over 900,000-strong all over the country - are underpaid considering the services they render. An entry-level teacher with a plantilla position of Teacher I and Salary Grade 11 will receive P20,754 monthly or P249,048 annually. He or she will get approximately over P74,000 in bonuses and allowances per year.

An entry-level teacher who labored four years in college and looking to start her career in the public school system will earn roughly a little over P26,000 monthly. This is much less than the industry-average for the BPO industry that even take in college level professionals and even high school graduates.

And we wonder why our public school teachers are drowning in debt? Even Education Sec. Leonor Briones made this admission. This needs to be addressed.

This measure seeks to increase the basic pay of our public school teachers and provide them with the compensation best suited to the roles they play in our society. In particular, this measure hopes to provide an increase of Ten Thousand Pesos (Php 10,000.00) across the board, in the basic compensation of government educators.

It is high time that we put Article XIV, Section 5 (5) of the Constitution into action and "ensure that teaching will attract and retain its rightful share of the best available talents." We can do this through a legislated pay hike for our teachers who really deserve a huge bump in remuneration.

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



**HON. MUJIV S. HATAMAN**  
*Representative, Lone District of Basilan*



**HON. AMIHILDA J. SANGCOPAN**  
*Representative, Anak Mindanao Party-List*





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**AN ACT**  
**PROVIDING A TEN THOUSAND PESOS (P10,000.00) ACROSS-THE-BOARD INCREASE IN THE BASIC MONTHLY SALARY OF PUBLIC SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR**

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

SECTION 1. All public school teachers, regardless of length of service, employment status and position, are entitled to an across-the-board increase of Ten thousand pesos (P10,000.00) to their existing basic monthly salary.

For purposes of this Act, *public school teacher* refers to a person engaged in teaching or qualified to practice teaching under Republic Act No. 7836, otherwise known as the "*Philippine Teachers Professionalization Act of 1994*," in the elementary and secondary levels, whether on full-time or part-time basis including industrial arts and vocational teachers and all other persons performing supervisory, managerial and administrative functions in all public schools and

education offices at the district, division, regional and central levels, and those performing functions in support of education such as standards setting, policy and programs formulation, research and sector monitoring, and evaluation.

SEC. 2. The amount necessary for the initial implementation of the provisions of this Act shall be charged against the current year's appropriations of the Department of Education under the General Appropriations Act. Thereafter, such amount as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act.

SEC. 3. Within sixty (60) days from the approval of this Act, the Secretary of Budget and Management, in consultation with the Secretary of Education, shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 4. This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,