Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1000



Introduced by **HON. JUAN MIGUEL F. ZUBIRI**

EXPLANATORY NOTE

Section 5 (5), Article XIV of our Constitution substantially provides that to ensure that teaching will attract the best available talents, adequate remuneration and other means of satisfaction and fulfillment should be given to the teachers. Unfortunately, this provision in our Constitution is not being applied and our teachers are poorly compensated despite their high qualifications. In contrast to the provision, they remain the most overworked and most underpaid public servants in the government.

Education is the pillar of national development and progress. But how are we to achieve that stage of national development and progress when what we have is a mediocre teaching profession which is crippled or tied because their survival instincts prevail over their instinct to carry out their duties effectively? How is one able to effectively teach when half of his educational instincts is confined to the number of goodies he can sell in school or when he has resorted to alternative solutions that provide bigger remuneration such as those found in other countries. With numerous and consistent surveys conducted regarding the plight of our teachers, it was revealed that the family of the typical public school teacher lives below the Philippine poverty line--the reason why fewer and fewer have entered this profession. Given this, we can indeed say that the teaching profession has lost its luster.

It has been found by the Congressional Commission on Education that teachers' complaints center on three principal problems: namely, low salaries, too many activities that are not related to teaching, and non-implementation of existing laws granting benefits to teachers. The cornerstone of any public policy to upgrade teachers' quality must be the restoration of their dignity and their standard of living. The initial step to restore the image of the teaching profession is to uplift the economic condition of the teachers. To achieve this, it is imperative that their salaries should be upgraded to that level where they could live a decent and respective life.

While EDCOM's recommendation is to increase the salary levels from Grade 10 to Grade 17, this Bill's proposal is Grade 18, in view of the fact that the study of EDCOM was made in 1991 and implementation of this new scale might suffer certain delays.

To restore the image of the teaching profession and improve the economic plight of the teachers, early approval of this Bill is earnestly requested.

JUAN MIGUEL F. ZUBIRI
Representative, 3rd District, Bukidnon

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AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF PUBLIC SCHOOL TEACHERS IN ELEMENTARY AND SECONDARY LEVELS FROM GRADE 10 TO GRADE 18 AND AUTHORIZING THE APPROPRIATION OF FUNDS THEREFOR

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

SECTION 1. It is the policy of the State to give 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 pursuance of such policy, this Act provides for the upgrading of teachers' salaries commensurate to their educational attainment and professional preparation that require them to finish a Bachelors degree and to pass the Professional Board Examination for Teachers and considering that teachers are the major components of the education process.

SEC. 2. The provision of any law to the contrary notwithstanding, the present minimum salary grade level of public school teachers in the elementary and secondary schools shall be upgraded from Grade 10 to Grade 18: *Provided, however*, That the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by the teachers and shall not prejudice or be prejudiced by across the board salary adjustments: *Provided, further*, That merit promotion on the basis of performance evaluation results shall be considered and treated as separate and distinct from the upgraded salary provided for under this Act. Merit promotion on the basis of performance evaluation results and recertification shall be awarded yearly.

SEC. 3. The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

SEC. 4. The Secretary of Education, Culture and Sports shall promulgate such necessary rules and regulations to implement the provisions of this Act.

SEC. 5. All laws, presidential decrees, executive orders, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 6. This Act shall take effect upon its approval.

Approved.