

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

THIRTEENTH CONGRESS
First Regular Session

HOUSE OF REPRESENTATIVES

H. B. No. 1189

Introduced by **Honorable Eulogio "Amang" R. Magsaysay**

EXPLANATORY NOTE

Education is essential to our development as a nation. This is a truism that no less than our Constitution recognizes and mandates:

"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."

Yet today, our public schoolteachers/ educators are overworked, underpaid and have become convenient menials for numerous non-teaching activities without the proper recognition of their participation in such activities. The present compensation package for teachers/ educators is not adequate for basic family expenditures. While teachers are increasingly made to undertake activities beyond their normal teaching loads, their compensation does not increase to corresponding levels. Thus, their economic status hardly improves.

It is indisputable that the nature of a teacher's work requires such time and preparations, which exact a heavy toll on their physical and mental being, yet their longevity pay remains the equivalent of measly one percent (1%) of their base pay.

The role of teachers/ educators in national development should never be underestimated. Their salary grade should be elevated to a descent level befitting their responsibility as molders, of the young inquisitive minds of future generations. The low salaries given to our public schoolteachers/ educators have

been a major disincentive in attracting the best and the brightest students in taking courses that lead to teaching careers. This in turn prevents our education system from producing quality teachers/ educators who would train future generations to enhance/ replenish our existing community and nation builders.

Quality education entails the development of a highly qualified faculty. This can only be realized by improving the economic status of public school teachers/ educators by providing them competitive salary scales that can compare with existing opportunities and provide motivation to attract a competent and dedicated teaching force.

It is submitted that this wage adjustment would cause a heavy load on our national budget, but if it ensures an improved and invigorated educational system, then it is an investment we should not hesitate to bear.

Hence, for the foregoing reasons, passage of this bill is earnestly sought.

A handwritten signature in black ink, appearing to be 'Em' followed by a long, sweeping diagonal stroke.

Eulogio "Amang" R. Magsaysay

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AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF PUBLIC SCHOOL
TEACHERS IN THE ELEMENTARY AND SECONDARY LEVELS FROM
GRADE 10 TO GRADE 19, GRANTING ADDITIONAL LONGEVITY PAY
ADJUSTMENT EVERY FIVE YEARS AND FOR OTHER PURPOSES

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

SECTION 1. Any provision of law to the contrary notwithstanding, the minimum salary grade level of public school teachers in the elementary and secondary levels is hereby upgraded from salary grade level 10 to salary grade level 19 under the Salary Schedule for Civilian Personnel provided in the Joint Resolution of Congress No. 01, Series of 1994: Provided, that existing Over and Above Allowances, special incentives and benefits, grants by local government units, legislated wage increases, and other increase in remuneration whether resulting from merit promotions or otherwise, shall be considered and treated as separate and distinct from the upgraded salary level herein provided and shall be exempt from the provisions of Sec. 12 of Republic Act 6758: Provide further, that such salary increase shall not result to salary distortions, as defined under existing laws.

SECTION 2. The existing longevity pay benefits for public school teachers under the Joint Civil Service Commission and Department of Budget and Management Circular No. 1 implementing Sec. 13(c) of R.A. 6758 are hereby increased to ten percent (10%) of their basic remuneration for every five (5) years of service.

SECTION 3. The Department of Budget and Management and the Civil Service Commission in coordination with the Department of Education shall

adjust correspondingly the salary grade levels of all public school teachers through the issuance of appropriate rules and regulations to implement the provisions of this Act.

SECTION 4. Nothing in this Act shall be construed to reduce any existing remuneration, allowances and benefits of any form or to prejudice the granting of additional allowances and benefits to public school teachers.

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

SECTION 6. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) national newspapers of general circulation, whichever comes earlier.

Approved,