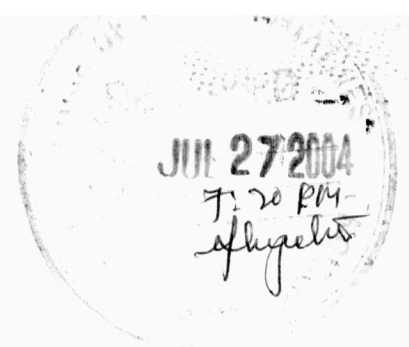


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1789



Introduced by: **REP. PROSPERO A. PICHAY, JR.**

EXPLANATORY NOTE

The present salary of a public school teacher is so insultingly low that a skilled factory worker actually earns more. Yet, we have entrusted the task of molding our young into worthy citizens of the future on this half-million strong corps of mentors. And the measly pay they receive is not commensurate with the heavy responsibilities they bear.

A teacher's salary nowadays could hardly feed, clothe or house a family of four. It is barely half the amount government economists believe is needed for such family to live, Spartan-like, in Manila for a month. For a vocation that pays starvation wages, it is not surprising that the teaching profession has been wracked with demoralization--and dissent. It is the reason why the best and the brightest of our youth have veered away from a career path that offers little yet demands so much.

If the teacher is the single most important factor in education, then his wellbeing mirrors the state of the educational system he or she belongs to. That is why a neglected teaching corps bespeaks of a neglected educational system, a situation that exists in the country today. Thus, any program to pull the school system from the rut it is in today must include, as a major component, a program of pulling out the teachers from the morass of poverty they have been trapped into.

This bill seeks to concretize this sentiment. The budget outlay for such move is large, but it is one investment that the government should not hesitate to make because the payback for such is a better educational system and a stronger nation.

In behalf of the 537,000 underpaid, overworked and unappreciated teachers all over the land, the early and unanimous approval of this bill is earnestly solicited.

PROSPERO A. PICHAY, JR.



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

THIRTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1789

Introduced by: **REP. PROSPERO A. PICHAY, JR.**

AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF PUBLIC SCHOOL
TEACHERS IN ELEMENTARY AND SECONDARY LEVELS FROM SALARY
GRADE 10 TO SALARY 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 Bachelor's 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 present minimum salary grade level of public school teachers in the elementary and secondary school levels, regardless of their employment status, shall be upgraded to Salary Grade 18 per month: *Provided*, That the salary upgrading shall be differentiated in accordance with qualifications, skills, length of service and other logical bases of differentiation: *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: *Provided, further*, That the salary

upgrading shall not result to salary distortions, as defined under existing laws, within the Department of Education, Culture and Sports.

SEC. 3. Allowances, benefits, special incentives and such other increases in remuneration resulting from merit promotions, grants by local government units, legislative wage increases, shall be considered and treated as separate and distinct from the upgraded salary provided for under this Act.

Nothing in this Act shall be construed to reduce any existing allowances and benefits of any form under valid legal orders, or to prejudice the granting of additional allowances and benefits to public school teachers.

SEC. 4. The Secretary of Education, Culture and Sports, in consultation with the appropriate government agencies and national teachers organizations, shall promulgate not later than ninety (90) day after the approval of this Act such necessary rules and regulations to implement this Act.

SEC. 5. 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. 6. 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. 7. This Act shall take effect upon its publication in one newspaper of national circulation.

Approved,