

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

THIRTEENTH CONGRESS
First Regular Session

House Bill No. 1926

Introduced by Rep. Robert Ace S. Barbers

EXPLANATORY NOTE

Teaching is regarded as a noble profession. No less than the fundamental Law of the land, as enshrined in one of its provisions, (Section 5, Article XIV), provides for their adequate compensation to attract the best available talents. It is an implicit statement of the state to give highest priority to education, with the end in view of accelerating social progress, and promoting human liberation and development. Unfortunately, the present starvation wages of public school teachers in our country dissuade our youth from choosing a demanding career in teaching, which offers a very low compensation package compared to the lucrative work opportunities abroad.

Dr. Jose Rizal once said that, "The youth is the hope of our country." However, to realize the maximum potential of our youth the government needs to provide them with the best educators and quality of education in a conducive atmosphere of learning. The teacher plays a very crucial role in shaping the minds of our youth. Consequently, it is essential that the Department of Education attracts and keep the best and the brightest among our graduates of the teaching profession and the present half million pool of Public School Teachers. We can only do this by providing them with a competitive compensation package relative to the salary scale received by employees of Government Owned and Controlled Corporations, which are exempted from the Salary Standardization Law.

One of the basic foundations for national development and progress is our educational system. It is imperative that we strengthen the Department of Education by providing our public school teachers with a competitive salary scale that would enhance their dignity and economic conditions. A teaching workforce, unduly encumbered by the shackles of financial deprivation, can hardly be expected to teach quality education. Thus, the state must ensure a decent standard of living among our teachers and improve the quality of their lives. It is only in this manner that our public school teachers can shy away from the clutches of usurious and highly exploitative loan sharks, and the indignity of making both ends meet by peddling goods instead of attending to their primordial task of molding young minds through quality instructions.

Our public school teachers certainly do not deserve this shabby treatment by the national government. The consequent increases in their salaries would help provide the right impetus and encouragement to teach our youth, rather than entertaining the idea of seeking greener pastures abroad.

We have so much brain drain incidence that has greatly decimated our pool of talents. The national government can ill afford to lose more of our highly skilled and talented human resources. In view of the foregoing, therefore, granting our public school teachers the exemption from the Salary Standardization Law is a necessary step in the right direction.

For and on behalf of our dedicated public school teachers, the immediate and unanimous approval of this legislation is earnestly sought.

ROBERT ACE S. BARBERS

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AN ACT
GRANTING EXEMPTION TO THE PUBLIC SCHOOL TEACHERS FROM THE COVERAGE OF REPUBLIC ACT 6758, OTHERWISE KNOWN AS THE SALARY STANDARDIZATION LAW 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. Declaration of Policy – It is hereby declared the policy of the state to give highest budgetary priority to education and ensure that the teaching profession will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment. Pursuant to this policy, this Act provides for the granting of exemption to eligible public school teachers from the Salary Standardization Law with the end in view, of enabling the Department of Education to conceptualize a salary structure for public school teachers that will be responsive and effective in cushioning their fixed income from the withheld taxes and other deductions and upgrading their salary levels to a scale that will allow them to cope with the rising costs of living.

SECTION 2. Eligibility – All teachers with proper employment documents in the government service, with a Bachelor's Degree in Education and passed the Professional Board Examinations for Teachers are considered eligible to be covered by this Act.

SECTION 3. Implementing Rules and Regulations – The Department of Education in consultation with the Department of Budget and Management, the Civil Service Commission and representatives from national teachers organizations shall study, analyze, review, revise, adjust, fix and implement a comprehensive and competitive upgrading of salary structure for school teachers employed in government service, independent from the provisions of the Salary Standardization Law. Provided, That the salary upgrading shall be differentiated in accordance with the teachers qualifications, skills, length of service and other logical bases of segregation; Provided, further, That merit promotions on the basis of performance evaluation results shall be considered and treated as separate and distinct from the upgrade in salary structure provided for under this Act: Provided, further, That this salary upgrade should be proportionate with the salary scale of employees in Government Owned and Controlled Corporations and that, the necessary implementing guidelines of this Act shall be issued by Department of

Education, in consultation with the Department of Budget and Management and the Commission on Audit within ninety (90) days from the approval thereof.

SECTION 4. Appropriation – The amount necessary to effectively implement the provisions of this Act shall be charged against the Department of Education's budget for the year following the approval of this Act. Thereafter, such funds as may be needed for its continues implementation shall be included in the General Appropriations Act. Income from income generating assets and resources of state-owned colleges and universities may be utilized for this purpose.

SECTION 5. Separability Clause – If for any reason a provision, portion or section of this Act shall be declared unconstitutional, the remainder shall not be affected thereby.

SECTION 6. Repealing Clause – All laws, presidential decrees, executive orders, rules and regulations or any part thereof inconsistent with the provisions of this Act are hereby deemed repealed or modified accordingly.

SECTION 7. Effectivity Clause – This Act shall take effect immediately after its complete publication in two (2) newspapers of general circulation.

Approved.