

**Republic of the Philippines
House of Representatives
Quezon City, Metro Manila**

**Thirteenth Regular Congress
First Regular Session**

House Bill No. 3044



Introduced by: Honorable Renato "Ka Rene" B. Magtubo

EXPLANATORY NOTE

Education is an essential factor in the economic growth of the nation as a productive investment of vital importance. It has been recognized, too, that advance in education depends largely on the qualification and ability of its frontline facilitators – the classroom teachers – in whose hands society entrusts the molding of this and future generations. These, doubtless, were the same conviction that inspired and guided the framers of our 1987 Constitution when they declared in Article XIV, Section 5 (5) thereof:

"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."

Sadly, however, despite the aforecited proud declaration, the status of our country's 450,000 public school teachers continues to deteriorate in the face of government mispriority, apathy and neglect. Overtime, the much ballyhooed noblest profession has lost the luster that it once enjoyed as our already overworked and underpaid teachers are forced to take on odd jobs on the side or fall prey to loan sharks and be in perpetual debt just to keep body and soul together.

The argument that this country does not have enough enabling laws to protect its own teachers is farthest from the truth. On the contrary, there's a little known special law, RA 4670 or the Magna Carta For Public School Teachers that our legislature passed 39 years ago but whose 32 provisions have been honored more in the breach than in compliance by the various implementing agencies tasked to enforce them in letter and spirit.

Section 15 of this long forgotten law, for example, while understandably failing to fix a specific salary grade, has, nonetheless, provided that teachers' salaries shall (1) "compare favorably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities"; and (2) "be

such as to ensure teachers a reasonable standard of life for themselves and their families", among other criteria.

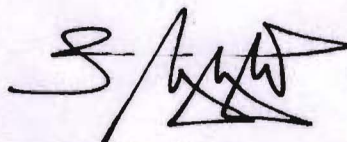
In gross disregard of these established criteria and its own proud policy declaration in Section 2 of its Salary Standardization Law I " to provide equal pay for substantially equal work and to base differences in pay upon substantive differences in duties and responsibilities, and qualification requirements of the positions", our 8th Congress pegged the benchmark position for teachers at Salary Grade 10 in a scale of 33. This unjustly placed our teachers, who are holders of a baccalaureate degree and need to pass the Licensure Examination For Teachers to be eligible, in the same category with a sergeant in the AFP who is a high school graduate, two (2) salary grades lower than a PMA Cadet who is a college undergraduate, and six (6) salary grades lower than a new PMA graduate and a security guard of some government corporations and financial institutions.

Both the Senate and the House of Representatives had noted this disparity in 1990 when their respective education committees concluded a joint study of our educational system called the "EDCOM Survey" and recommended the filling of parallel proposals to correct the error.

Since then, bills after bills upgrading the benchmark position for teachers from SG 10 to 18 have been introduced during the 9th, 10th, 11th and 12th Congress, but sadly not any single measure ever got past the committee level probably because the majority of our lawmakers simply never cared or had other more important priorities in mind.

In contrast, employees of government-owned and controlled corporations (GOCCs), government financial institutions (GFI), state nurses and health workers and some positions in the education bureaucracy have, meantime, been granted upward position reclassification and salary upgrading long time ago.

While mea culpas and fingerpointing at this stage will take us to nowhere, Congress should now take concrete steps, and without further delay, to redress the injustice and restore our teachers to their once honored place in society. Hence, immediate approval of this bill is earnestly sought.



HON. RENATO "KA RENE" B. MAGTUBO

Partylist Representative

PARTIDO NG MANGGAGAWA (PM)

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AN ACT

UPGRADING THE BENCHMARK POSITION FOR PUBLIC ELEMENTARY AND SECONDARY SCHOOL TEACHERS FROM SALARY GRADE 10 TO 19 AND FOR THIS PURPOSE, AMENDING SECTION 9 OF REPUBLIC ACT 6758, AND PROVIDING FUNDS THEREFOR

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

Section 1. Section 9 of Republic Act No. 6758 or the "Compensation and Position Classification Act of 1989" is hereby amended to read as follows:

"Section 9. Salary Grade Assignments for other Positions - For positions below the officials mentioned under Section 8 hereof and their equivalent, whether in the national government, local government units, government-owned and controlled corporations or financial institutions, the Department of Budget and Management is hereby directed to prepare the index of occupational services to be guided by the benchmark positions schedule prescribed hereunder and the following factors: (1) the education and experience required to perform the duties and responsibilities of the position; (2) the nature and complexity of the work to be performed; (3) the kind of supervision received (4) mental and/or physical strain required in the completion of the work; (5) nature and extent of internal and external relationships; (6) kind of supervision exercised; (7) decision-making responsibility for accuracy of records and reports; (8) accountability for funds, properties and equipment; (9) hardship, hazard and personal risk involved in the job; **AND (10) PASSING PERFORMANCE IN A LICENSURE EXAMINATION AS A REQUIREMENT FOR ELIGIBILITY.**"

BENCHMARK POSITION SCHEDULE

POSITION/TITLE	SALARY GRADE
Laborer I	1
Messenger	2
Clerk I	3
Driver I	3
Stenographer I	4

Mechanic I	4
Carpenter II	5
Electrician II	6
Secretary I	7
Bookkeeper	8
Administrative Assistant	8
Education Research Assistant I	9
Cashier I	10
Budget Officer I	11
Chemist I	11
Agriculturist I	11
Social Welfare Officer I	11
Nurse I	12
Engineer I	12
Veterinarian I	13
Legal Officer	14
Administrative Officer II	15
Dentist II	16
Postmaster IV	17
Forester	18
TEACHER I	19

Section 2. Provide, however, that the general salary scale for the sector shall be such that the relation between the lowest and highest salaries paid in the profession will be of reasonable order. Narrowing of the salary scale shall be achieved by raising the lower end of the salary scale relative to the upper end.

Section 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.

Section 4. The heads of the trifocalized education department shall promulgate such necessary rules and regulations to implement the provisions of this Act.

Section 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.

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

Approved