

THIRTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)

HOUSE OF REPRESENTATIVES

House Bill No. **4935**

Introduced by **Honorable Del R. de Guzman**

EXPLANATORY NOTE

It is the policy of the State to give the highest priority to education as it is an important factor in attaining sustainable development and progress as a nation. As such, the 1987 Philippine Constitution explicitly provides that “the State recognizes the complementary roles of public and private institutions in the educational system and shall exercise reasonable supervision and regulation of all education institutions” (Article XIV, Section 4 [1]).

Toward this end, “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” (Article XIV, Section 5 [5]).

However, our public school teachers—widely heralded as the conduits of knowledge—are not given the due recognition and importance which are due them. They are unappreciated, overworked and underpaid. Their salaries are insultingly low such that it could barely feed, clothe or house a family of four (4). With the high cost of living today, it is no wonder that many of the best and the brightest in the teaching profession are now teaching abroad or, worse, have migrated to other countries to work as caregivers or domestic helpers.

If we are to expect our country to be competitive with our foreign counterparts, we should then raise the quality of education by boosting our educators’ morale. By elevating their salary grade to a decent level befitting their responsibility as the molders of the young, we would be able to attract and retain exceptional and dedicated teachers which will, in turn, produce excellent graduates—worthy to be called the “fair hope of our motherland”—who shall work with us hand-in-hand towards nation-building and sustainable development.

In view of the foregoing, the early approval and passage of this bill is earnestly sought.


DEL R. DE GUZMAN
Representative
Lone District, Marikina City

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

THIRTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. **4935**

Introduced by Honorable DEL R. DE GUZMAN

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 (5) YEARS, AND FOR OTHER PURPOSES**

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

SECTION 1. *Declaration of Policy.* 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.

SECTION 2. *Increase in the Minimum Salary Grade Level.* Any provision of the law notwithstanding, the minimum salary grade level of public school teachers in the elementary and secondary grade levels is hereby upgraded from salary grade 10 to salary grade 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 Section 12 of Republic Act 6758; *Provided further*, that such salary increase shall not result to salary distortions, as defined under existing laws.

SECTION 3. *Additional Longevity Pay Adjustment.* 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 Section 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 4. *Priority in Budget Allocation.* The National Government shall appropriate such amount as may be necessary to carry out the objectives of this Act; *Provided*, that the salary increase of public school teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

SECTION 5. *Budget Required.* The Department of Education (DepEd) shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all the corresponding teacher plantilla positions for a period of at least five (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SECTION 6. *Inclusion in Appropriations Act.* 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 7. *Rules and Regulations.* The Department of Education (DepEd) and the Department of Budget and Management (DBM) shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SECTION 8. *Repealing Clause.* All provisions of laws, orders, presidential decrees, letters of instructions, executive orders, rules and regulations or parts thereof insofar as they are inconsistent with or contrary to the provisions of this Act are hereby repealed and/or amended accordingly.

SECTION 9. *Separability Clause.* If any part or provision of this Act is held unconstitutional or invalid, other parts or provisions thereof which are not affected shall continue to remain in full force and effect.

SECTION 10. *Effectivity.* This Act shall take effect fifteen (15) days following completion of its publication in the Official Gazette or in at least two (2) newspapers of general circulation, whichever comes earlier.

Approved,