

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
First Regular Session

H. B. No. 395

Introduced by HONORABLE JUAN EDGARDO "SONNY" M. ANGARA

EXPLANATORY NOTE

Public school teachers are among the most underpaid workers in our society. Despite the fact that they are heralded as molders of our children's futures, public school teachers receive only less than ten thousand a month each for their basic salary. The teachers are considered to be the heart of the educational system. Hence, the government needs to give priority to their interests and welfare.

The low salaries received by our public school teachers have been a major disincentive for them to improve their skills in teaching and pursue further education and training. In addition, the public schools have failed to attract the best and the brightest students from the top colleges and universities because of the low salary levels, preventing our public education system from benefiting from the knowledge and expertise of qualified teachers.

Studies show that most of the teachers have net take home pay of less than five thousand pesos because of so many deductions from their loans with private lending institutions. In addition to this, there are usual deductions made such as the Government Service Insurance Premiums, withholding taxes, PHILHEALTH contributions. Hence, the teacher brings home only a meager amount of salary, which in most cases is unable to meet the high cost of living today.

The Congressional Commission on Education (EDCOM) recommended in 1991 to upgrade the minimum salary levels of teachers from Grade 10 to 17. However, since this proposal was made ten years ago, there is a need to make this salary increase more relevant given the increase in the cost of living today. In this regard, there is a need to upgrade the minimum salary grade level of teachers from salary grade 10 to 19, which corresponds to almost six thousand pesos increase in their monthly basic salaries. With this increase in salaries, more qualified and competent educators will be attracted to teach in public schools. Definitely, this will greatly help motivate our teachers to strive for excellence in their field and improve the quality of education in the public schools.

For the above-mentioned reasons, approval of this bill is earnestly urged.



JUAN EDGARDO "SONNY" M. ANGARA
Representative
Lone District, Province of Aurora

Introduced by Honorable JUAN EDGARDO “SONNY” M. ANGARA

AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM
SALARY GRADE 10 TO 19

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

SECTION 1. *Increase in the Minimum Salary Grade Level.* The present minimum salary grade level of public school teachers in the elementary and secondary schools shall be upgraded from Grade 10 to Grade 19; Provided however that the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by teachers and shall not be prejudice by across the board salary adjustments.

SEC. 2. *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.

SEC. 3. *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 years to allow the Department of Budget and Management to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SEC. 4. *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.

SEC. 5. *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.

SEC. 6. *Repealing Clause.* All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 7. *Separability Clause.* If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 8. *Effectivity.* This Act shall take effect in fifteen (75) days following publication in one (1) national newspaper of general circulation

Approved,