

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
First Regular Session

H. B. No. 397

Introduced by HONORABLE JUAN EDGARDO "SONNY" M. ANGARA

EXPLANATORY NOTE

One of the basic foundations for national development and progress is our educational system. It is imperative that we strengthen the Department and 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 public school teachers and improve the quality of their lives.

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 declined 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 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.



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

Introduced by Honorable JUAN EDGARDO "SONNY" M. ANGARA

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 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 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.

SEC. 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.

SEC. 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 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.

SEC. 4. *Appropriation.* The amount necessary to effectively implement the provisions for 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 continued 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.

SEC. 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.

SEC. 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.

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

Approved,