

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Fifteenth Congress

First Regular Session

HOUSE BILL NO. 2610

Introduced by Hon. MARY MITZI "MITCH" L. CAJAYON

EXPLANATORY NOTE

Article XIV, Section 5 [5] of the 1987 Philippine Constitution provides that "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**" (emphasis supplied).

The present plight of our poor teachers, especially those in the public schools, however, betrays the best intentions of the Constitution. Our teachers are not accorded the due recognition and importance they deserve. They are unappreciated, overworked and underpaid. Their salaries are insultingly low and 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 work as caregivers or domestic helpers.

If education is an essential key in the country's global competitiveness, we should raise the quality of education by elevating our teachers' salary grade to a decent level befitting their responsibility as shapers of the young Filipinos' future. In doing so, we would be able to attract and retain exceptional and dedicated teachers who will nurture our young people to become productive partners in nation-building.

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



MARY MITZI "MITCH" L. CAJAYON

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AN ACT

UPGRADING THE MINIMUM SALARY GRADE LEVEL OF PUBLIC SCHOOL TEACHERS IN THE ELEMENTARY AND SECONDARY LEVELS FROM GRADE 11 TO 15 AND FOR OTHER PURPOSES

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

SECTION 1. *Increase in the minimum Salary Grade Level.* – The minimum salary grade level of public school teachers in the elementary and secondary grade levels is hereby upgraded from salary grade 11 to 15 under the modified Salary Schedule for Civilian Personnel provided in the Joint Resolution of Congress No. 04, Series of 2009; 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 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 schools teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

SECTION 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 (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 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.

SECTION 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.

SECTION 6. *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 7. **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 8. **Effectivity.** – This Act shall take effect fifteen (15) days following completion of its publication in the Official Gazette or in at least (2) newspapers of general circulation, whichever come earlier.

Approved,