

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

FIFTEENTH CONGRESS
First Regular Session

House Bill No. 2772

INTRODUCED BY HON. MARCELINO "MARCY" R. TEODORO

EXPLANATORY NOTE

Teachers are duly licensed professionals who possess dignity and reputation with high moral values as well as technical and professional competence. In the practice of their noble profession, they strictly adhere to, observe, and practice a set of ethical and moral principles, standard, and values. (Preamble, CODE OF ETHICS - RESOLUTION NO. 435 S. 1997)

Each teacher is viewed as a trustee of the cultural and educational heritage of the nation and is under obligation to transmit to learners such heritage as well as to elevate national morality, promote national pride, cultivate love of country, instill allegiance to the Constitution and respect for all duly constituted authorities, promote obedience to the laws of the state. (Article II Section 1 - Teacher and the State)

Further, teachers are considered facilitators of learning and of the development of the youth; he shall therefore, render the best services by providing an environment conducive to such learning and growth. (Article III Section 1. -The Teachers and the Community)

However, in order that our educators may be compelled to "render the best services", the Government must endeavor to promote the welfare and economic well-being of public school teachers in basic education. We cannot expect to attract highly qualified personnel if such position requiring high-level qualification cannot offer competitive rates.

The purpose of the bill is to grant our hard-working and dedicated teachers the ideal economic benefits and incentives, as well as, acceptable compensation they all deserve by increasing the entry level salary grade of ten (10) to eighteen (18).

A study conducted by the Alliance of Concerned Teachers (ACT) shows that as of school year 2005-2006, there is a need to hire 49,699 new teachers. Unfortunately, said shortage remains to be a problem up to this day. It is not surprising at all because public school teachers with the entry-level rank of Teacher 1 belongs to Salary Grade 10 which earns a meager basic monthly salary of P14,641 (2nd Phase); admittedly, this amount cannot adequately provide for the needs of their families.

Using the October 2008 statistics by the National Wages and Productivity Commission (NWPC) of the Department of Labor and Employment (DoLE), the daily cost of living (DCOL), is already P903.33 (\$18.74). Meaning, a family of six, to be able to live decently, must have at least P27,100 (\$562.36) each month.

Thus, the primordial consideration for the approval of the proposed measure is to have the best human resources our country can get, and thus guarantee that teachers in all Philippine schools are truly committed and accountable for providing classroom instruction with results that are manifested in high performance levels in terms of student learning outcomes. (Statement of Principle, Department of Education)

Given what this bill can ultimately do, its immediate enactment is earnestly sought.

A handwritten signature in black ink, appearing to read 'Marcy R. Teodoro', with a stylized flourish at the end.

MARCELINO "MARCY" R. TEODORO

Representative, 1st District
City of Marikina

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AN ACT
TO UPGRADE THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL
TEACHERS FROM SALARY GRADE TEN TO EIGHTEEN AND
APPROPRIATING FUNDS THEREFOR

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

Sec. 1. The present minimum salary grade of public school teachers in the elementary and secondary schools should be upgraded from salary grade 10 to 18; Provided, however, that the salary upgrading shall be differential in accordance with the qualifications and length of service rendered by teachers and shall not be prejudiced by across the board salary adjustments.

Sec. 2. 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. The Department of Education shall come up with the 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 make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

Sec. 4. The amount necessary to implement the provisions of this Act shall be included in the General Appropriation Act of the year following the approval of this Act.

Sec. 5. The Department of Education (DE) and the Department of Budget and Management (DBM) shall promulgate the necessary rules and regulations to implement the provisions of this Act.

Sec. 6. Any provisions of law, order, decree, including rules and regulations inconsistent herewith are hereby repealed or modified accordingly.

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

Sec. 8. This Act shall take effect upon its approval.

Approved,