

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila
FIFTEENTH CONGRESS
First Regular Session

House Bill No. 4523

Introduced by
ACT Teachers Party-List Representative Antonio L. Tinio

EXPLANATORY NOTE

This bill aims to increase the minimum salary grade level of higher education teaching personnel in state colleges and universities (SUCs) and local universities and colleges (LUCs) from Salary Grade 12 to Salary Grade 16. This is in line with the state policies of according priority to education (Section 17 of Article II, 1987 Constitution) and upholding the right of all citizens to accessible quality education at all levels (Section 1 of Article XIV). This also gives life to the Constitutional mandate to the State to enhance the right of all teachers to professional advancement (Section 5(4) of Article XIV) and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration (Section 5(5) of Article XIV).

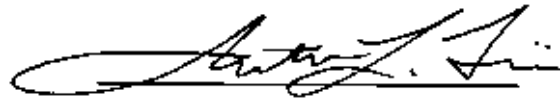
This bill is also founded on the same rationale of House Bill 2142, or "The Public School Teachers' Salary Upgrading Act," filed by ACT Teachers on August 4, 2010, to address the huge gaps between the salaries of instructors and professors in SUCs and LUCs and those of persons in comparable occupations or with similar qualifications here and abroad.

Currently, an entry-level Instructor I in a public higher education institution receives a basic salary of Php 16,726.00 monthly. In contrast, a cadet in the Philippine Military Academy gets Php 21,709.00. This measure proposes to raise the entry-level salary of an Instructor I to Php 26,878.00 monthly.

Furthermore, in accordance with the equal protection clause of the Constitution and the principle of equal pay for equal work, teaching personnel in SUCs and LUCs, who generally share similar teaching loads and working conditions, shall be paid based on the same salary scale and schedule.

This bill aims to provide instructors and professors in public higher education with basic compensation that can afford them a decent and dignified standard of living commensurate to the valuable service they render in educating our people.

Immediate approval of this bill is earnestly sought.

A handwritten signature in black ink, appearing to read 'Antonio L. Tinio', with a large, sweeping flourish at the end.

ANTONIO L. TINIO

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**AN ACT UPGRADING THE MINIMUM SALARY GRADE OF PUBLIC HIGHER EDUCATION
TEACHING PERSONNEL FROM SALARY GRADE 12 TO 16**

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

SECTION 1. *Short Title.* This Act shall be known as “The Public Higher Education
Teaching Personnel Salary Upgrading Act of 2011.”

SECTION 2. *Reiteration of Policy.* The policy of the State “to ensure that education
receives the highest priority in governance, and 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” is hereby reiterated.

SECTION 3. *Raising of the Minimum Salary Grade Level.* The present minimum salary
grade level of Instructor I in public universities and colleges shall be upgraded from Salary
Grade 12 to Salary Grade 16. Salary grade levels of all other teaching personnel occupying
higher positions shall be adjusted accordingly.

SECTION 4. *Coverage.* This Act shall cover all higher education teaching personnel in
public universities and colleges, whether funded by the national or local government.

SECTION 5. *Priority in Budget Allocation.* The Government shall appropriate such
amount as may be necessary to carry out the objectives of this Act, provided, that the salary

increase mandated by this Act shall take priority over non-educational and non-agricultural budgetary allocations.

SECTION 6. *Implementing Rules.* The Commission on Higher Education, the Civil Service Commission, and the Department of Budget and Management shall jointly, within 30 days after the effectivity of this Act, promulgate the rules and regulations necessary for its implementation.

SECTION 7. *Appropriations.* The initial funding required for the implementation of this Act shall be sourced from the savings of the Executive Branch of the government and other possible sources that may be determined by the Office of the President, and subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

SECTION 8. *Amendment of Existing Laws.* All laws, decrees, orders, rules and regulations or other issuances inconsistent with the provisions of this Act, such as Provision number (7) of Joint Resolution No. 4 (June 17, 2009), are hereby amended.

SECTION 9. *Separability Clause.* If, for any reason, any provision of this Act is held unconstitutional, all other provisions not affected thereby shall continue to be in full force and effect.

SECTION 10. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in any newspaper of general circulation in the Philippines.

Approved,