

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 5137



Introduced by **HONORABLE ROMERO "MIRO" S. QUIMBO**

EXPLANATORY NOTE

The responsibility of molding a child to become a productive Filipino citizen lies heavily in the hands of a teacher. This is the delicate duty that teachers have committed to; their line of work being so intimately connected with building the nation's future.

Despite this, however, existing laws are still unresponsive to their plight of enduring a measly salary as compensation for their work. Further, this little amount is further reduced with the rising costs of living and inflation in the country. Even with the enactment of Republic Act No. 4670 or the Magna Carta for Public School Teachers, the social and economic status, as well as the living and working conditions, of these teachers have still remained the same, if not worsened.

As such, this Act provides for an across the board increase of Fifteen Thousand Pesos (P 15,000) to the current salary of teachers, regardless of their employment status and position. Further, it provides for tax exemptions for newly-hired public school teachers under the minimum salary for the first year of service. This will serve as an incentive to attract highly qualified teachers into the public school system. Lastly, a pension fund shall be created for those who have served as public school teachers for at least fifteen (15) years, to be given upon separation from the service.

If genuine inclusive growth is to be realized, certain investments must be made in order to improve the quality of education in the country, through prioritization of those who are directly engaged in educating the nation's youth. Towards this end, immediate approval of this bill is earnestly sought.


ROMERO "MIRO" S. QUIMBO
Representative
Second District, Marikina City

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**AN ACT
PROVIDING FOR A FIFTEEN THOUSAND PESOS (P 15,000) ACROSS
THE BOARD INCREASE TO THE SALARIES OF PUBLIC SCHOOL
TEACHERS AND OTHER BENEFITS, APPROPRIATING FUNDS
THEREFOR**

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

SECTION 1. Declaration of Policy. – It is the policy of the State to protect and promote the right of all citizens to quality education at all levels, and to take appropriate steps to make such education accessible to all. In connection to this mandate, it is also the State's policy to give 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. This Act provides for the upgrading of the salaries and other benefits for education workers, with the objective of further improving the quality of education in the country through the provision of salary increase and other benefits for teachers.

SECTION 2. Coverage. – This Act shall cover all teaching personnel in all public schools in the elementary and secondary levels, as well as those in technical and vocational schools and state universities and colleges.

SECTION 3. Across the Board Increase. – The existing salary of public school teachers shall be increased by P 15,000 per month, regardless of their employment status and position.

SECTION 4. One-Year Income Tax Exemption for Newly-Hired Teachers.
– Teachers who have been hired for the first time under the minimum salary

grade as provided following the effectivity of this Act shall be entitled to income tax exemption for a period of one year.

SECTION 5. Creation of a Pension Fund. – A pension fund separate and distinct from the Government Service Insurance System is hereby created for teachers who shall be separated from the service due to retirement, sickness or other reasonable circumstance. Teachers who have been in service for fifteen years shall be entitled to payments under this pension fund, the amount of which shall be determined by the Department of Education. A seed fund of Five Billion Pesos (Php5,000,000,000.00) shall be provided by the National Government.

SECTION 6. Distinction of Benefits. – Allowances, benefits, special incentives and such other increases in remuneration resulting from merit promotions, grants by local government units, legislative wage increases, shall be considered and treated as separate and distinct from the upgraded salary provided for under this Act.

Nothing in this Act shall be construed to reduce any existing allowances and benefits of any form under valid legal orders, or to prejudice the granting of additional allowances and benefits to public school teachers.

SECTION 7. Rules and Regulations. – The Department of Education and the Department of Budget and Management shall promulgate the necessary rules and regulations to implement this Act.

SECTION 8. Funding. – For the salary increase, the amount shall be included in the General Appropriations Act for the year following the approval of this Act.

SECTION 9. Separability Clause. – If any provision of this Act is declared unconstitutional, invalid or inconsistent with existing laws, other parts or provisions hereof not affected shall continue in full force and effect.

SECTION 10. Effectivity. – This Act shall take effect fifteen (15) days following its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,