

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 5402



Introduced by Representative **MARLYN L. PRIMICIAS-AGABAS**

EXPLANATORY NOTE

"What nobler employment, or more valuable to the State, than that of the man who instructs the rising generation."

Marcus Tullius Cicero

Teachers are considered as the second parents of our children. They are tasked to teach classroom lessons and even mold the values of our youth. Aside from teaching responsibilities, they also perform other duties that the State would delegate them to do. It is therefore an understatement to say that they are the most exhausted, abused and most taken advantage of among our public servants. And with their massive work, compensation is not enough. This drives the best of our educators to look for better employment outside the academe and some outside the country. And that leaves our children without the best educators that they could have.

Undeniably, the 1987 Constitution recognizes the value of education, the youth and the teachers. Enshrined therein is the policy of the State providing for "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." In the same way, this is strengthened by "The Magna Carta for Public School Teachers" which made sure that the compensation levels of teachers should be comparable with other occupations requiring equivalent qualifications.

Thus, to ensure the State will continuously fulfill its responsibility and accomplish its declared policies, it is aimed to increase the minimum salaries of teaching and non-teaching personnel in public and secondary schools. In the end, investment in education will bring our country forward and the future of the generations that will eventually reap its benefits.

Passage of the law is therefore earnestly sought.

A handwritten signature in black ink, appearing to read "Primicias-Agabas".

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HOUSE BILL NO. **5402**

Introduced by **REPRESENTATIVE MARLYN L. PRIMICIAS-AGABAS**

AN ACT
INCREASING THE MONTHLY MINIMUM WAGE OF PUBLIC SCHOOL
TEACHERS TO TWENTY FIVE THOUSAND PESOS (P25,000.00) AND NON-
TEACHING PERSONNEL TO FIFTEEN THOUSAND PESOS (P15,000.00)

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

1 **SECTION 1.** *Declaration of Policy.* It is hereby declared the policy of the State
2 to ensure that education is given highest priority in governance, and that teaching
3 will attract and retain its rightful share of the best available talents by means of
4 adequate remuneration and other means of job satisfaction. And as a means to
5 achieve this, the State recognizes its duty to assign the highest budgetary priority to
6 education. In the formulation of decisions with regard to educational reforms, the
7 State likewise hold paramount the protection and promotion of the right of citizens to
8 quality education at all levels and the rights of education workers to humane
9 conditions of work and a living wage.

10

11 **SEC. 2.** *Coverage.* This Act shall cover all teaching and non-teaching
12 personnel in all public schools in the elementary and secondary level, whether
13 nationally or locally funded, including those in technical and vocational schools and
14 state universities and colleges.

15

16 **SEC. 3.** *Increase in the Minimum Salaries of Public School Teachers.* The
17 present minimum salaries of public school teachers in the elementary and secondary
18 schools shall be upgraded from P18,549.00 to P25,000.00 a month. The salaries of
19 those occupying higher positions shall be adjusted accordingly.

1 **SEC. 4. *Increase in the Minimum Salaries of Non-Teaching Personnel.*** The
2 present minimum salaries of non-teaching personnel in the elementary and
3 secondary schools shall be raised from P9,000.00 to P15,000.00 a month. The
4 salaries of those occupying higher positions shall be adjusted accordingly.

5
6 **SEC. 5. *Priority in Budget Allocation.*** The Government shall appropriate such
7 amount as may be necessary to carry out the objectives of this Act, *Provided*, that
8 the salary increase of teaching and non-teaching personnel in public schools shall
9 take priority over non-educational and non-agricultural budgetary allocations.

10
11 **SEC. 6. *Rules and Regulations.*** The Department of Education and the
12 Department of Budget and Management shall promulgate the necessary rules and
13 regulations of the provisions of this Act.

14
15 **SEC. 7. *Funding.*** – The amount necessary to implement the provisions of this
16 Act shall be included in the budget of the Department of Education in the annual
17 General Appropriations Act.

18
19 **SEC. 8. *Separability Clause.*** Should any provision herein be declared invalid
20 or unconstitutional, the same shall not affect the validity of the other provisions of this
21 Act.

22
23 **SEC. 9. *Repealing Clause.*** All laws, decrees, orders, rules and regulations, or
24 other issuances or parts thereof inconsistent with the provisions of this Act are
25 hereby repealed.

26
27 **SEC. 10. *Effectivity.*** This Act shall take effect fifteen (15) days after its
28 publication in the *Official Gazette* or in a newspaper of general circulation.

29
30 *Approved,*