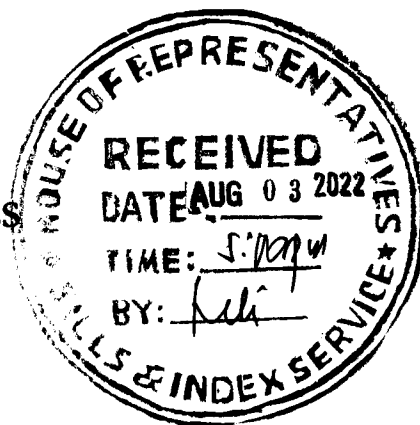


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City



NINETEENTH CONGRESS
First Regular Session

House Bill No. 3169

Introduced by **REP. PRINCESS RIHAN M. SAKALURAN**
1st District, Sultan Kudarat

EXPLANATORY NOTE

The 1987 Constitution of the Philippines provides that the State shall give priority to education, science and technology, arts, culture and sports to foster patriotism and nationalism. The Constitution likewise asserts that it shall protect and promote the right of all citizens to quality education at all levels, and shall take appropriate steps to make such education accessible to all.

However, intrinsic to the problem of prioritizing and reforming the educational system in the Philippines requires an examination of the living and working conditions of teachers and non-teaching personnels in public schools. To date, the country is at further risk of brain-drain when it fails to retain and attract more teachers and collaborators in education to not leave the country due to low minimum wage.

Following the difficulties brought by the COVID-19 pandemic and the rising costs of living due to unprecedented levels of inflation, it is not only timely but also just to alleviate the economic conditions of our teachers and non-teaching personnel by increasing their minimum salaries. It is our duty to the youth of tomorrow to increase the quality of education in the Philippines. But that duty starts with the recognition that is about time we address the low minimum salaries received by the people we entrust our children with. In doing so, we not only aid them in pursuing the noble vocation of teaching but also give them the dignity they rightfully deserve.

To reach this objective of aiding our teachers and non-teaching personnels in public schools, immediate passage of this bill is earnestly sought.


REP. PRINCESS RIHAN M. SAKALURAN
1st District, Sultan Kudarat

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AN ACT
INCREASING THE MINIMUM SALARIES OF PUBLIC SCHOOL
TEACHERS IN BASIC AND HIGHER EDUCATION, AND OF NON-
TEACHING PERSONNELS

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

Section 1. Declaration of Policy. It is hereby declared policy of the State to continually improve the living and working conditions of teaching and non-teaching personnel in public institutions of learning.

The State, in retaining and attracting more teachers and collaborators in education, ensures that education be given premium attention. Budget allotment for the education sector ought to be a high priority of a future proof quality of education. Adequate remuneration is of primary importance in reaching this lofty ideal.

Thus, the State declares it as its policy to give paramount attention to teaching and non-teaching personnels through a livable wage.

Section 2. Increased Salary Grade for Public School Teachers in Basic Education. The minimum salary grade of public school teachers in basic education is increased from

Salary Grade 11 to Salary Grade 16, provided that wage adjustments should be made to those occupying higher offices.

Section 3. *Increased Salary Grade for Public School Teachers in Higher Education.* The minimum salary grade of public school teachers in higher education is increased from Salary Grade 12 to Salary Grade 17, provided that wage adjustments should be made to those occupying higher offices.

Section 4. *Increased Salary for Non-Teaching Personnel.* The minimum salary of non-teaching personnel in public school is set not to be less than Php18,000.00, provided that wage adjustments should be made to those occupying higher offices.

Section 5. *Rules and Regulations.* The Department of Education, Commission on Higher Education, and the Department of Budget and Management shall promulgate the necessary rules and regulations of the provisions of this Act.

Section 6. *Separability Clause.* Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

Section 7. *Repealing Clause.* All laws, decrees, orders, rules and regulations or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed.

Section 8. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved.