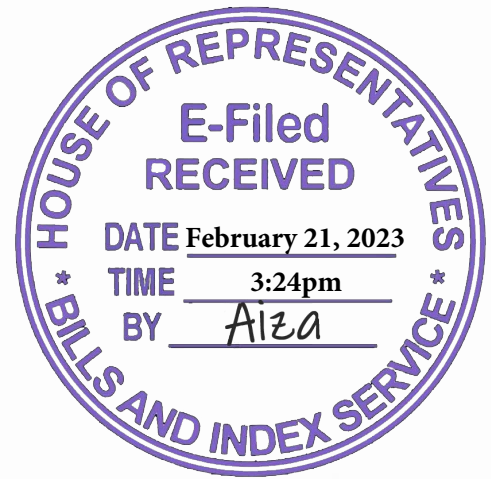


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS

First Regular Session

HOUSE BILL NO. 7273



Introduced by the **Honorable ANIELA BIANCA D. TOLENTINO**

EXPLANATORY NOTE

This representation finds it proper to adequately give proper compensation to teaching and non-teaching staff in public schools all over the country. The proposed bill herein seeks to improve the quality of life of teachers in public school thru upgrading their salary grades.

Teachers are at the forefront of our educational system and there is an urgent need to keep them motivated so that they will accomplish their duties with passion and enthusiasm. Upgrading their salaries would definitely provide a moral booster for teachers. The proposed bill herein also seeks to make an increase in salary for non-teaching personnel in our public school system.

As we all very well know, teachers play an important role in our society, they act as secondary parents to our children. It is high time to give priority to our teachers by elevating their compensation. The proposed law will upgrade the entry-level salaries in the public school system, which will also create an increase in the salaries for those occupying high-level positions because of the wage distortion correction mechanism provided for in the bill.

The paramount protection and promotion of the right of citizens to quality education at all levels and the rights of education workers to human conditions of work and a living wage will be attained with the approval of the foregoing bill.

A handwritten signature in black ink, appearing to be a stylized "A" followed by a flourish.

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NINETEENTH CONGRESS

First Regular Session

HOUSE BILL NO. 7273

Introduced by the **Honorable ANIELA BIANCA D. TOLENTINO**

**AN ACT UPGRADING THE MINIMUM SALARIES OF PUBLIC SCHOOL
TEACHERS TO SALARY GRADE 15, TEACHING PERSONNEL IN HIGHER
EDUCATION TO SALARY GRADE 16, AND OF NON-TEACHING PERSONNEL TO
SIXTEEN THOUSAND PESOS (Php 16,000.00)**

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

SECTION 1. Short Title. – This Act shall be known as the “*Upgrading of Salaries in Public Schools Act.*”

SECTION 2. Declaration of Policy. – It is hereby declared the policy of the State to alleviate the living conditions of government employees and to guarantee employees' rights to living wage. The State policies of ensuring that education receives the highest budgetary priority 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 are hereby reiterated. In the formulation of decisions with regard to education reforms, the State shall likewise hold paramount the protection and promotion of the right of citizens to quality education at all levels and the rights of education workers to human conditions of work and a living wage.

SECTION 3. *Raising the Minimum Salaries of Public School Teachers in Basic Education.* – The present minimum salary grade level of public school teachers shall be upgraded from Salary Grade 11 to Salary Grade 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

SECTION 4. *Raising of the Minimum Salaries of Public Teaching Personnel in Higher Education.* – The present minimum salary grade level of teaching personnel or instructors 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 5. *Raising the Minimum Salaries of Regular Employees in Public Elementary and High Schools.* – The present salary of a regular entry-level position in government service shall not be less than Sixteen Thousand Pesos (PHP16,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 6. *Annual Adjustment of Salaries.* – Salaries of public school teachers and non-teaching personnel shall be adjusted annually to keep pace with the cost of living. The Department of Budget and Management (DBM), in consultation with public sector unions, shall recommend to Congress the appropriation of the necessary funds.

SECTION. 7. *Rules and Regulations.* – The Department of Education, the Commission on Higher Education, and the DBM shall promulgate the necessary rules and regulations of the provisions of this Act.

SECTION. 8. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be taken from the current appropriations. Thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.

SECTION 9. *Separability Clause.* – Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 10. *Repealing Clause.* – All laws, executive orders, presidential decrees, rules and regulation or part thereof inconsistent with any provisions of this Act are hereby repealed, amended, or modified accordingly.

SECTION 11. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,