

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

TWENTIETH CONGRESS
First Regular Session



HOUSE BILL No. 8969

Introduced by
ACT Teachers Party-List Rep. ANTONIO L. TINIO,
Gabriela Women's Party Rep. SARAH JANE I. ELAGO,
and **KABATAAN Party-List Rep. RENEE LOUISE M. CO**

AN ACT
INCREASING THE MINIMUM SALARIES OF
PRIVATE SCHOOL TEACHERS TO ₱50,000 AND
APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

This Bill aims to increase the minimum salaries of private school teachers to ₱50,000 per month, matching the current national demand of public school teachers.

One of the arguments against salary increases of public school teachers is that their salaries are already “on par” with those of private school teachers, since teachers in public schools are allegedly paid higher than teachers in private schools.

This is far from the truth. Private school teachers are indeed “on par” with their counterparts in public schools in that they are also underpaid, having salaries not commensurate with their functions and status as teachers.

There are private school teachers particularly those who are assigned in the basic education and outside the National Capital Region (NCR) suffer unequal treatment when it comes to their salaries and benefits. Some have reported that private elementary and high school teachers outside NCR are paid salaries ranging from ₱3,000 to ₱6,000 only, despite the fact they are licensed professional teachers and possess the necessary and desirable qualifications for teaching.

The 2010 Revised Manual for Regulation of Private Schools in Basic Education, as amended, issued by the Department of Education provides for the

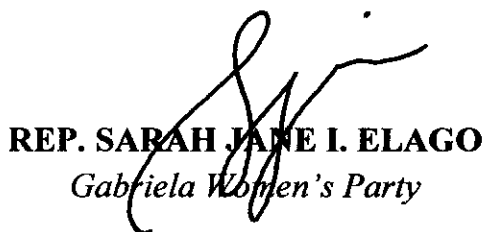
1 sharing of increments in tuition increases, that is, 70% of which must be allocated to
2 the salaries and/or wages of teaching and non-teaching personnel. However, the right
3 of teachers to just and decent salaries must not be made dependent or conditioned on
4 tuition increases, which are of course, the eventual burden of parents. All told, it is
5 not the parents but the private schools, as the teachers' employers, who are the ones
6 with the duty under our Constitution and national laws as well as international laws to
7 respect this right.

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9 For the above reasons, approval of this Bill is earnestly sought.
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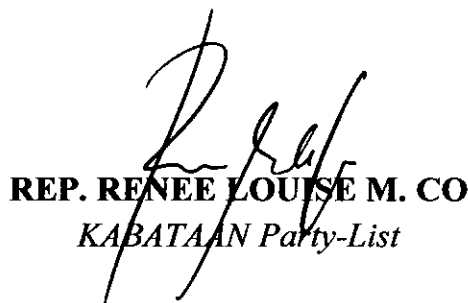
REP. ANTONIO L. TINIO

ACT Teachers Party-List



REP. SARAH JANE I. ELAGO

Gabriela Women's Party



REP. RENEE LOUISE M. CO

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24
25 *Be it enacted in the Senate and the House of Representatives of the Philippines in*
26 *Congress assembled:*
27

28 **SECTION 1. Declaration of Policy.** It is hereby declared to be the policy of the
29 State to promote and improve the social and economic status of private school
30 teachers, their living and working conditions, their terms of employment and career
31 prospects in order that they may compare favorably with existing opportunities in
32 other walks of life, attract and retain in the teaching profession more people with the
33 proper qualifications, it being recognized that our private school system plays a vital
34 role in the education of our people.
35

36 **SEC. 2. Raising of the Minimum Salaries of Private School Teachers.** The present
37 minimum monthly salary for public school teachers shall be equivalent to Fifty
38 Thousand Pesos (₱50,000) per month: *Provided,* That salaries of those occupying
39 higher positions shall be adjusted accordingly.
40

41 In no case shall any provision of this Act shall be made basis for the diminution
42 of salaries of those already receiving amounts higher than that is provided under this
43 Act.
44

45 **SEC. 3. Implementation.** The Department of Education and the Commission on
46 Higher Education shall be the implementing agencies for this Act and must, within

1 sixty (60) days from the effectivity of this Act, promulgate the implementing rules and
2 regulation necessary to ensure its efficient and effective implementation. For this
3 purpose, they are hereby mandated to consult teachers' organizations and accredited
4 teachers' unions, as well as parents and other stakeholders.

5

6 **SEC. 4. *Separability Clause.*** If, for any reason, any section or provision of this Act
7 is declared unconstitutional, other provisions hereof which are not affected thereby
8 shall continue to be in full force and effect.

9

10 **SEC. 5. *Repealing Clause.*** Any Laws, decrees, or laws, decrees, or rules and
11 regulations which are inconsistent with or contrary to the provisions of this Act are
12 hereby amended or repealed.

13

14 **SEC. 6. *Effectivity.*** This Act shall take effect fifteen (15) days from the publication
15 in the Official Gazette or in any newspaper of general circulation.

16

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18 *Approved,*