

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

SIXTEENTH CONGRESS
First Regular Session



House Bill No. 245

Introduced by
ACT TEACHERS Party-List Representative Antonio L. Tinio

EXPLANATORY NOTE

This bill aims to increase the minimum monthly salaries of teaching and non-teaching personnel in public elementary and secondary schools.

As stated in Article XIV, Section 5(5) of the Philippine Constitution, the State “shall assign 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 addition, Republic Act 4670, otherwise known as *The Magna Carta for Public School Teachers*, mandates the following criteria for salaries of public school teachers:

- 1) “They shall compare favorably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities” (Section 15 (a));
- 2) “They shall be such as to insure teachers a reasonable standard of life for themselves and their families” (Section 15 (b)).

The current pay scheme of government fails to fulfill these criteria. Salaries of public school teachers do not compare favorably with other occupations in government. A duly licensed professional teacher occupying the entry-level position of Teacher I earns P18,549 a month (Salary Grade 11, Step 1), substantially less than a high school graduate who enters the Philippine Military Academy as a cadet who has a monthly salary of P21,709 per month. Neither does teachers’ pay compare favorably with those employed as call center agents. The salary for call center employment, which requires neither formal education nor bachelor’s degree, ranges from P15,000 to P25,000 a month.

The salaries of public school teachers are currently unable to “insure a reasonable standard of life for themselves and their families.” According to the Alliance of Concerned Teachers, the family living wage in the National Capital Region, estimated at P957 per day or more than P21,054 per month, which means that many teachers resort to borrowing from

government financial institutions such as the Government Service Insurance System, private lending institutions, or loan sharks in order to cope with this “living salary gap.”

This situation has obviously pushed some of our best teachers out of the country to seek better pay and working conditions overseas. There is a huge gap in salary levels of teachers in the country compared with those abroad. For example, Filipino teachers who choose to practice their profession in the United States receive annual salaries ranging from P1.5 to P2.1 million. Meanwhile, an entry-level Teacher I receives P241,137 annually. Sadly, due to the low pay, many of our teachers migrate to work not as teachers but as domestic helpers, nannies, or caregivers.

Appalling economic conditions also overwhelm non-teaching personnel, who perform functions complementary to that of teachers’ duties inside the classroom. As with other low- and middle-level government employees, they are also battered with indecently low pay, receiving a salary of P9,000 per month at the least (Salary Grade 1, Step 1), which is lower than the minimum wage in the National Capital Region. This is regardless of protections accorded to them by law and international instruments, chief of which are the rights to just and favorable conditions of work and to living and decent wage (Article 23(1) and (3) of the Universal Declaration of Human Rights and Article 7(a) of the International Covenant on Economic, Social and Cultural Rights).

Efforts of the government to upgrade the educational system cannot succeed as long as teachers and education workers are not accorded decent salaries.

For the above-cited reasons, immediate approval of this bill is earnestly urged.



ANTONIO L. TINIO

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

SIXTEENTH CONGRESS
First Regular Session

House Bill No. 245

Introduced by
ACT TEACHERS Party-List Representative Antonio L. Tinio

AN ACT
INCREASING THE MINIMUM MONTHLY SALARIES OF PUBLIC SCHOOL TEACHERS TO TWENTY FIVE THOUSAND PESOS (P25,000) AND NON-TEACHING PERSONNEL TO FIFTEEN THOUSAND PESOS (P15,000)

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

SECTION 1. *Reiteration of Policy.* 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 humane conditions of work and a living wage.

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

SECTION 3. *Raising of the Minimum Salaries of Public School Teachers.* The present minimum salaries of public school teachers in the elementary and secondary schools shall be raised from P18,549 to P25,000 a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 4. *Raising of the Minimum Salaries of Non-Teaching Personnel.* The present minimum salaries of non-teaching personnel in the elementary and secondary schools shall be raised from P9,000 to P15,000 a month. The salaries of those occupying higher positions shall be adjusted accordingly.

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

SECTION 6. *Rules and Regulations.* The Department of Education and the Department of Budget and Management shall promulgate the necessary rules and regulations of the provisions of this Act.

SECTION 7. *Appropriations.* The initial funding required for the implementation of this Act shall be sourced from the savings of the Executive Branch of the government and other possible sources that may be determined by the Office of the President, and subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

SECTION 8. *Separability Clause.* Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 9. *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 10. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or one (1) newspaper of general circulation.

Approved.