

14 JUN 11 P2:37

SENATE

S.B. No. 2281

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Introduced by Senator Sergio Osmeña III

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**“AN ACT INCREASING THE MINIMUM MONTHLY SALARIES OF PUBLIC SCHOOL  
TEACHERS TO TWENTY FIVE THOUSAND PESOS (P 25,000.00) AND NON-  
TEACHING PERSONNEL TO FIFTEEN THOUSAND PESOS (P 15,000.00) “**

**EXPLANATORY NOTE**

Teaching is a dynamic, demanding and most of the time, an unappreciated job. No other profession can claim as many sacrifices as much as it can inspire, challenge and motivate its students. It demands creativity, in-depth knowledge of the subject matter, and humongous efforts to keep a group of individuals from different social backgrounds, intelligence levels and varied skill sets, together.

The Philippine Constitution rightly recognizes the monumental challenges of the teaching profession. In Article XIV, Section 5(5), it clearly states: "The State shall assign the highest budgetary priority to education and ensure that teaching will retain its rightful share of the best available talents through adequate remunerations and other means of job satisfaction and fulfillment." Furthermore, Republic Act No. 4670, otherwise known as "The Magna Carta for Public School Teachers" mandates these two 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)).

Nearly three decades since the Philippine Constitution was passed and forty-eight (48) years after the passage of the Magna Carta for Public School Teachers, the government had not fulfilled either mandate. The present pay scheme of public school teachers is nowhere near the pay scheme of other occupations in government. The entry-level pay of a duly-licensed teacher is Eighteen Thousand Five Hundred Forty Nine Pesos (P 18, 549.00) a month, under Salary Grade 11, Step 1, whereas, cadets at the Philippine Military Academy, most of them High School graduates, receive a considerably higher salary of Twenty One Thousand Seven Hundred Nine Pesos (P

21,709.00) monthly. Even call center agents, whose qualifications and employment requirements are less stringent than licensed teachers, earn between Fifteen Thousand Pesos (₱ 15,000.00) to Twenty Five Thousand Pesos (₱ 25,000.00) as minimum monthly pay.

The non-teaching personnel who assists teachers in their tasks, likewise receive a salary of only Nine Thousand Pesos (P 9,000.00) per month with a Salary Grade 1, Step 1), which is lower than the minimum wage in the National Capital Region.

Through all these financial struggles, many of our graduates including our licensed teachers try their luck overseas not as educators but as domestic helpers, nannies, and caregivers. Four years of burning the midnight oil and several months spent to review for the Board only to be rewarded by either mismatched job option or a teaching job that offers just above a minimum wage earner's salary.

Some of our teachers resort to selling wares, beauty products or processed food to students and fellow teachers to augment the copious income they bring home. Several of them have also turned to loan sharks during emergencies. As a result, their focus and attention are thoroughly divided to the extent that it veers away from the basic and more important tasks at hand, which is, to educate our children.

This is the sad state of affairs among our teachers. But all is not lost. Through this bill, we hope to restore the intrinsic value equal to the worth of the world's most noble profession. This bill ultimately aims to provide a much-improved quality of living for teaching and non-teaching staff in public elementary & secondary schools as provided for by the Philippine Constitution, by increasing its entry-level pay.


In view of the foregoing, approval of this bill is earnestly sought.



**SERGIO OSMEÑA III**  
Senator

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

1           **SECTION 1. *Reiteration of Policy.*** The State policies of ensuring that  
2 education receives the highest budgetary priority and that teaching will attract and retain  
3 its rightful share of the best available talents through adequate remuneration and other  
4 means of job satisfaction and fulfillment are hereby reiterated. In the formulation of  
5 decisions with regard to education reforms, the State shall likewise hold paramount the  
6 protection and promotion of the right of citizens to quality education at all levels and the  
7 rights of education workers to humane conditions of work and a living wage.

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

12           **SECTION 3. *Raising of the Minimum Salaries of Public School Teachers.***  
13 The present minimum salaries of public school teachers in the elementary and  
14 secondary schools shall be raised from Eighteen Thousand Five Hundred Forty Nine  
15 Pesos (P18,549.00) to Twenty Five Thousand Pesos (P 25,000.00) a month. The  
16 salaries of those occupying higher positions shall be adjusted accordingly.

1           **SECTION 4. *Raising of the Minimum Salaries of Non-Teaching Personnel-***

2   The present minimum salaries of non-teaching personnel in the elementary and  
3   secondary schools shall be raised from Nine Thousand Pesos (₱ 9,000.00) to Fifteen  
4   Thousand Pesos (₱ 15,000.00) a month. The salaries of those occupying higher  
5   positions shall be adjusted accordingly.

6           **SECTION 5. *Priority in Budget Allocation.*** The Government shall appropriate

7   such 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 take  
9   priority over non-educational and non-agricultural budgetary allocations.

10          **SECTION 6. *Rules and Regulations.*** The Department of Education and the

11   Department of Budget and Management shall promulgate the necessary rules and  
12   regulations of the provisions of this Act.

13          **SECTION 7. *Appropriations.*** The initial funding required for the

14   implementation of this Act shall be sourced from the savings of the Executive Branch of  
15   the government and other possible sources that may be determined by the Office of the  
16   President, and subsequent funds needed shall be included in the General  
17   Appropriations Act for the year following the implementation of this Act.

18          **SECTION 8. *Separability Clause.*** Should any provision herein be declared

19   unconstitutional, the same shall not affect the validity of the other provisions of this Act.

20          **SECTION 9. *Repealing Clause.*** All laws, decrees, orders, rules and regulations,

21   or other issuances or parts thereof inconsistent with the provisions of this Act are  
22   hereby repealed.

23          **SECTION 10. *Effectivity.*** This Act shall take effect fifteen (15) days after its

24   publication in the Official Gazette or one (1) newspaper of general circulation.

25            Approved.