


SIXTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



Senate
Office of the Secretary

'14 OCT 14 P4:33

SENATE
S.B. No. 2430

RECEIVED BY: 

Introduced by Senator TEOFISTO "TG: GUINGONA III"

AN ACT INCREASING THE MONTHLY MINIMUM WAGE OF PUBLIC
SCHOOL TEACHERS TO TWENTY FIVE THOUSAND PESOS (P25,000.00)
AND NON-TEACHING PERSONNEL FIFTEEN THOUSAND PESOS (PHP
15,000.00)

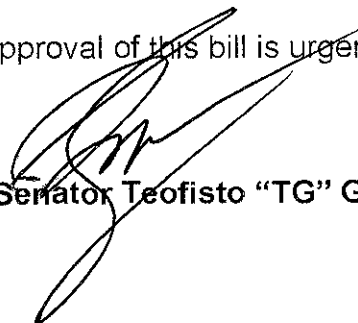
EXPLANATORY NOTE

It is provided in the 1987 Constitution that the State is mandated to "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." Also, the Magna Carta for Public School Teachers (Republic Act 4670) protects the rights of public educators to a decent salary by ensuring that compensation levels compare favorably to those paid in other occupations requiring equivalent qualifications and that they ensure reasonable standard of life for themselves and their families.

At present, entry-level position for a licensed teacher receives a salary amounting to P18,549 per month based on a salary grade (SG) of 11. Meanwhile the non-teaching personnel who provides support to teachers are paid P9,000 per month, which is lower than the minimum wage in the National Capital Region (NCR).

Considering their pivotal role in nation development, it is but time that we address the plight of our public school teachers and non-teaching personnel, this bill aims to raise the salary of public school teachers and its non-teaching personnel. The country can only move forward in the global knowledge economy if government ensures that it invests enough on improving its human capital.

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


Senator Teofisto "TG" Guingona III



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

1 **SECTION 1. Declaration of Policy.** It is hereby declared the policy of the
2 State to ensure that education is given highest priority in governance, and that
3 teaching will attract and retain its rightful share of the best available talents by
4 means of adequate remuneration and other means of job satisfaction. In the
5 formulation of decisions with regard to educational reforms, the State shall
6 likewise hold paramount the protection and promotion of the right of citizens to
7 quality education at all levels and the rights of education workers to humane
8 conditions of work and a living wage.

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

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

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

22

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

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

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

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

18 **SECTION 9. Repealing Clause.** All laws, decrees, orders, rules and
19 regulations, or other issuances or parts thereof inconsistent with the
20 provisions of this Act are hereby repealed.

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

23

24 Approved,