

THIRTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
Second Regular Session

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SENATE

P.S. Res. No. 302

RECEIVED BY: _____

INTRODUCED BY HON. MANNY VILLAR

RESOLUTION

**DIRECTING THE SENATE COMMITTEES ON EDUCATION, ARTS AND CULTURE,
AND CIVIL SERVICE AND GOVERNMENT REORGANIZATION TO CONDUCT AN
INQUIRY, IN AID OF LEGISLATION, INTO THE IMPLEMENTATION OF THE
STEP INCREMENT PROVISIONS OF SECTION 16 OF R.A. 4670 AND SECTION 13(c)
OF R.A. 6758 FOR THE BENEFIT OF THE 1.4 MILLION PUBLIC SCHOOL
TEACHERS AND GOVERNMENT EMPLOYEES**

Whereas, Section 16 of Republic Act No. 4670, otherwise known as the Magna Carta for Public School Teachers, mandates that the salary scale of public school teachers shall provide for a gradual progression from minimum to maximum through regular increments, granted automatically after three (3) years;

Whereas, for the purposes of entitlement, the same section only requires that the efficiency rating of the teacher concerned be at least satisfactory, and that the progression from the minimum to the maximum of the salary scale shall not extend over a period of ten (10) years;

Whereas, the wage benefit only started to be implemented in 1983, through the issuance by Malacanang of Presidential Decree 985, and after a series of mass protests from public school teachers;


Whereas, following the lead provided by the initial grant of increment and the limit fixed by R.A. 4670, the correct determination of the teacher's salary would then be: step 2, after the first three (3) years; step 3, after the next two (2) years; and one step each (4, 5, 6, 7 and 8) for every year of at least satisfactory service thereafter;

Whereas, Joint Circular No. 1 issued by the Civil Service Commission and the Department of Budget Management was incorrectly applied to teachers and has provided for a much lower increment of one (1) step for every three (3) years of continuous satisfactory service;

Whereas, the Clarificatory Interpretative Ruling of 1990 by the Civil Service Commission further diminished the chances of public school teachers and government employees to avail of this benefit when it misinterpreted "continuous satisfactory service" to mean continuous service so that any day of absence or leave without pay will be considered a break in the continuity of the incumbents' three (3) years of service disqualifying them from receiving the one step increment;

Now, therefore, **BE IT RESOLVED, AS IT IS HEREBY RESOLVED**, to direct the Senate Committees on Education, Arts and Culture, and Civil Service and Government Reorganization to conduct an inquiry, in aid of legislation, into the implementation of the step increment provisions of Section 16 of R.A. 4670 and Section 13(c) of R.A. 6758 for the benefit of the 1.4 million public school teachers and government employees.

Adopted,



MANNY VILLAR
Senator