

FOURTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session

7 SEP 18 2015

SENATE
S.B. No. 1611

RECEIVED BY: JL

Introduced by Senator Loren Legarda

EXPLANATORY NOTE

This bill seeks to upgrade the minimum salary grade level of public school teachers in the elementary and secondary schools from Salary Grade 10 to Grade 19 in order to help in motivating them to strive for excellence in their field and to help improve the quality of public education.

Under Article XIV, Sec. 5 of the Constitution, it is provided that the highest budgetary allocation shall be assigned to education and that the State shall guarantee that the teaching profession will attract and retain its rightful share of the best available talents, through adequate remuneration and other means of job satisfaction and fulfillment. Likewise, R.A. 4670, also known as "the Magna Carta for Public School Teachers" was enacted in June 18, 1966 to promote and improve the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects in order that they may compare favorably with existing opportunities in other walks of life and attract and retain more people with proper qualifications in the teaching profession.

Despite the Constitutional guarantee and the enactment of laws that recognize the valuable contributions of our teachers and aim to provide better compensation to them, the teaching profession in the Philippines is losing the battle to problems such as the low salary given to public school teachers and brain drain.

Public school teachers are constantly burdened with the problem of having so little to stretch for the survival of their own families. The Alliance of Concerned Teachers estimates that a teacher at entry level receives a gross monthly salary of P9,939. In 2004, the Department of Labor and Employment has pegged the monthly cost of living for a family of six in the National Capital Region at P17,820.

As a consequence of this burden on our teachers, many of them have migrated to developed countries, especially to the United States (US). An average of 221 Filipino teachers migrated every year to the US from 2002 to 2004, attracted by US' foreign teachers' salaries ranging from \$34,000 to \$47,000 (or roughly P1.5 to P2.1M), according to a report by Bulatlat.com. These teachers are recruited primarily to teach Math, Science and English – the subjects where our students are now showing signs of decline, as illustrated by the past nationwide examinations for elementary and high school students.

Teachers are responsible for shaping the minds and character of the youth. They are in charge of the essential duty of developing young Filipinos for the benefit of our nation. If the Filipino teacher will continue to receive inadequate compensation, then we will be constantly depriving our youth of quality education, as the exodus of our teachers goes on.

To ensure funding for the salary increase, this proposed measure mandates the Department of Education to come up with a specific programmed budget for the upgrading in salary levels of corresponding teacher plantilla positions, for a period of at least five years, to allow the Department of Budget and Management to make the necessary budgetary adjustments.

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



LOREN LEGARDA
Senator

FOURTEENTH CONGRESS OF THE)
 REPUBLIC OF THE PHILIPPINES)
 First Regular Session

7 SEP 18 2013

SENATE
 S.B. No. 1611

RECEIVED BY: JW

Introduced by Senator Loren Legarda

**AN ACT UPGRADING THE MINIMUM SALARY GRADE LEVEL OF
 TEACHERS FROM SALARY GRADE 10 TO 19**

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

SECTION 1. *Increase in the Minimum Salary Grade Level.* The present minimum salary grade level of public school teachers in the elementary and secondary schools shall be upgraded from Grade 10 to Grade 19; provided however, that the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by teachers and shall not be prejudiced by across the board salary adjustments.

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

SECTION 3. *Budget Required.* The Department of Education shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all the corresponding teacher plantilla positions for a period of at least five (5) years to allow the Department of Budget and Management to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SECTION 4. *Inclusion in Appropriations Act.* The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

SECTION 5. *Rules and Regulations.* The Department of Education and the Department of Budget and Management shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SECTION 6. *Repealing Clause.* All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and modified accordingly.

SECTION 7. *Separability Clause.* If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected shall continue to be in full force and effect.

SECTION 8. *Effectivity.* This Act shall take effect after fifteen (15) days following publication in one (1) national newspaper of general circulation.

Approved,