

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

Senate  
Office of the Secretary

11 DEC -6 P5:27

SENATE  
S.B. No. 3082

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Introduced by Senator Ramon Bong Revilla, Jr.

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### EXPLANATORY NOTE

Public school teachers play an indispensable role in nation-building. No less than the highest law of the land recognizes this and has mandated, in Article XIV, Section 5.5, the State 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*. Furthermore, the Magna Carta for Public School Teachers provides that the salaries of public school teachers shall (1) *compare favorably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities* (Sec. 15a), and (2) *be such as to insure teachers a reasonable standard of life for themselves and their families* (Sec. 15b).

However, the government fails to realize this promise and upset public school teachers with the current low pay scheme. The existing salary for entry-level position of Teacher I of P15,649 is way below the estimated P21,054 family living wage in the National Capital Region.

No wonder why most of the public school teachers opt to leave the country and earn dollars in menial jobs than the dignified pedagogical nature that they once held in the country.

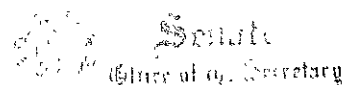
This bill seeks to upgrade the minimum salary grade level of public school teachers in the elementary and secondary schools from Salary Grade 10 to Salary Grade 15 in order to motivate and maintain highly qualified teachers in the country.

The government should afford these unsung heroes their long-delayed pay increase and protect not only the country's present interests through these teachers but also the better future that we are all aiming for. In view of the foregoing, the immediate passage of this bill is sought.

  
RAMON BONG REVILLA, JR.


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**AN ACT INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS  
FROM SALARY GRADE 10 TO 15 AND PROVIDING FUNDS THEREFOR**

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

**SECTION 1. Short Title.** This Act shall be known as **The Public Schools  
Teachers' Salary Upgrading Act.**

**Sec. 2. Reiteration of Policy.** *The policy of the State to ensure that education  
receives the highest priority in governance, 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 is hereby reiterated.*

**Sec. 3. 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 15; *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 adjustments.

**Sec. 4. Coverage.** This Act shall cover all public school teachers in the  
elementary and secondary level, whether nationally or locally funded, including those in  
technical and vocational schools and state universities and colleges.

**Sec. 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 public school teachers shall take priority over non-educational and  
non-agricultural budgetary allocations.

**Sec. 6. Budget Required.** The Department of Education (DepEd) 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 (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

**Sec. 7. Appropriation.** 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.

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

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

**Sec. 10. Effectivity.** This Act shall take effect immediately after its publication in the Official Gazette or in any newspaper of general circulation in the Philippines.

**Approved,**