

SIXTEENTH CONGRESS OF THE  
REPUBLIC OF THE PHILIPPINES  
First Regular Session

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Senate  
Office of the Secretary

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SENATE  
Senate Bill No. 109

RECEIVED BY: *[Signature]*

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Introduced by Senator Ferdinand R. Marcos, Jr.

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#### EXPLANATORY NOTE

Article II, Section 10 of the Constitution provides that "the State shall promote social justice in all phases of national development."

The teaching profession is a noble calling. It requires great sacrifice and unparalleled dedication to reach out and impart one's knowledge and experience to young minds.

Such is the enormous contribution of this profession that even the 1987 Constitution recognizes this glaring fact. "The State shall 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." (Article XIV, Section 5 (5)).

It is, however, unfortunate that while the Department of Education continuously receives the largest share in the national budget of the country, the minimum salary of our public school teachers remains incomparable with the salary of other professions. Worst, most are in the borderline of the poverty threshold.

To give real meaning to the above-quoted Constitutional mandate, this bill aims to improve the economic and social status of our public school teachers.

Under this legislative proposal, present minimum salary grade level of public school teachers in the elementary and secondary schools shall be upgraded from Salary Grade 11 to Salary 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

This is a fitting gesture of gratitude to our modern day heroes in public education. Thus, the passage of this bill is earnestly requested.

*[Signature]*  
FERDINAND R. MARCOS, JR.

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**AN ACT**  
**UPGRADING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM**  
**SALARY GRADE 11 TO 15**

*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 School Teachers' Salary Upgrading Act**"

**SECTION 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.

**SECTION 3. Raising of 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 Salary Grade 11 to Salary 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

**SECTION 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.

**SECTION 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.

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

**SECTION 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.

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

**SECTION 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.

**SECTION 10. *Effectivity.*** This Act shall take effect fifteen (15) days after completion of publication in the Official Gazette or in a newspaper of general circulation.

*Approved.*