

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



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SENATE

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S. B. No. 2351

Introduced by SENATOR LOREN LEGARDA

AN ACT INCREASING THE MONTHLY MINIMUM WAGE OF PUBLIC SCHOOL TEACHERS TO TWENTY FIVE THOUSAND PESOS (P25,000) AND NON-TEACHING PERSONNEL TO FIFTEEN THOUSAND PESOS (P15,000)

EXPLANATORY NOTE

Under Article XIV section 5 of the 1987 Constitution, 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." Moreover, Republic Act 4670, or the Magna Carta for Public School Teachers 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.

Currently, an entry-level position of Teacher 1 for a duly-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).

To ensure that the State fulfills its responsibility of ensuring adequate compensation for teachers, 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.

For these compelling reasons, the immediate approval of this bill is urgently sought.

LOREN LEGARDA
Senator

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**AN ACT INCREASING THE MONTHLY MINIMUM WAGE OF PUBLIC SCHOOL
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TEACHING PERSONNEL TO FIFTEEN THOUSAND PESOS (P15,000)**

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

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

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

16 **SECTION 3. Increasing the Minimum Salaries of Non-Teaching Personnel.** The
17 present minimum salaries of non-teaching personnel in the elementary and secondary
18 schools shall be raised from P9,000 to P15,000 a month. The salaries of those occupying
19 higher positions shall be adjusted accordingly.

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

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

27 **SECTION 7. Appropriations.** The initial funding required for the implementation of
28 this Act shall be sourced from the savings of the Executive Branch of the government
29 and other possible sources that may be determined by the Office of the President, and

1 subsequent funds needed shall be included in the General Appropriations Act for the
2 year following the implementation of this Act.

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

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

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

11 *Approved.*