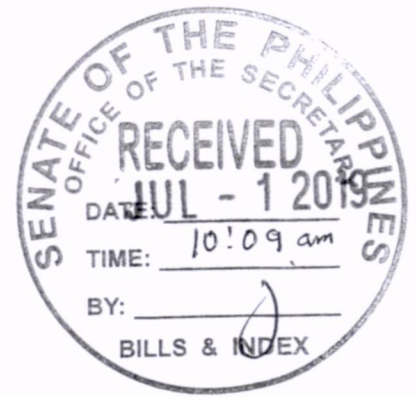


EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



SENATE
S. No. 19

Introduced by Senator FRANKLIN M. DRILON

**AN ACT TO ENHANCE THE PERFORMANCE OF PUBLIC SCHOOL
TEACHERS AND HIGHER EDUCATION TEACHING PERSONNEL**

EXPLANATORY NOTE

History has been witness to a multitude of efforts to build nations. Some of the world's most powerful nations were forged in war. Today, the primary weapon in nation building is education, at its forefront are teachers. If we truly care about our country and its people, it would serve us well to invest in them. Devoting resources for their benefit means investing in our future. Recognizing the important role of education in our society, Article XIV, Section 5(5) of the 1987 Constitution provides:

"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."

While the education sector receives the largest share in the national budget, and measures have been passed to increase the take home pay of teachers, the salary of our teachers remains to be lower compared to the salaries

received by other professionals. With the passage of Joint Resolution No. 1 in 2018 which increased the base pay of military and uniformed personnel, a Private/Police Officer 1 is now entitled to receive P29,668, while a Teacher 1 with Salary Grade 11, is entitled to only P20,754. This measure seeks to adjust the minimum basic salary received by entry level public school teachers and teaching personnel to at least P30,000 and P31,000, respectively, and accordingly adjust the salaries of those teachers occupying higher positions.

We should provide teachers with the right incentives to encourage them to remain in the noblest profession of educating and molding our youth to become productive citizens of this country. The enhanced incentives should be coupled with efforts to build the capacity of our teachers and impress upon them the crucial role that they play in fostering nationalism, national identity and collective consciousness in the youth. This bill hopes to invigorate our teachers as they help build the nation, one student, one classroom at a time. The proposed bill is geared towards improving the performance of our educators, thereby resulting to a better quality of education, and ultimately, a better Philippines.

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



FRANKLIN M. DRILON

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**AN ACT TO ENHANCE THE PERFORMANCE OF PUBLIC SCHOOL TEACHERS
AND HIGHER EDUCATION TEACHING PERSONNEL**

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

1 Section 1. *Adjustment in the Minimum Basic Salary of Public School Teachers.*
2 – The present entry-level salary of public school teachers shall not be less than
3 Thirty Thousand Pesos (P30,000) a month. The salaries of those occupying higher
4 positions shall be adjusted accordingly.

5 Sec. 2. *Adjustment in the Minimum Basic Salary of Higher Education Teaching*
6 *Personnel.* – The present entry-level salary of teaching personnel in State and Local
7 Universities and Colleges shall not be less than Thirty One Thousand Pesos
8 (P31,000) a month. The salaries of all other teaching personnel occupying higher
9 positions shall be adjusted accordingly.

10 Sec. 3. *Training and Evaluation.* – The Department of Education (DepEd) and
11 the Commission on Higher Education (CHED) shall develop a reasonable and efficient
12 performance evaluation system for teaching personnel that is observation-based.
13 The DepEd and CHED shall likewise establish training programs for the teachers’
14 ongoing professional development. The evaluation and training shall include, but not
15 be limited to instructional methodology, classroom management, subject matter
16 knowledge, and shall take into consideration students’ economic progress. The
17 training and evaluation shall in no way require the teachers to render unpaid
18 overtime work nor shall it result in reduced contact time with students.

19 *Sec. 4. Priority in Budget Allocation.* – The National Government shall
20 appropriate such amount as may be necessary to carry out the objectives of this Act.
21 The salary increase of public school teachers shall take priority over other non-
22 educational and non-agricultural budgetary allocations.

23 *Sec. 5. Budget Required.* – The DepEd and the CHED shall immediately come
24 up with the specific programmed budget needed to cover the expenses for the
25 adjustment in the basic salary to allow the Department of Budget and Management
26 (DBM) to make the necessary adjustments and facilitate the smooth implementation
27 of this Act.

28 *Sec. 6. Appropriations.* The amount necessary for the initial implementation
29 of this Act shall be taken from current appropriations. Thereafter, funds needed in
30 subsequent years shall be included in the General Appropriations Act.

31 *Sec. 7. Implementing Rules and Regulations.* - The DepEd, CHED and DBM,
32 shall issue the rules and regulations necessary to effectively implement the
33 provisions of this Act within ninety (90) days from its effectivity date.

34 *Sec. 8. Separability Clause.* - If any provision of this Act is declared
35 unconstitutional or invalid, the provisions not affected thereby shall continue to be in
36 full force and effect.

37 *Sec. 9. Repealing Clause.* - All laws, decrees, orders, rules and regulations
38 inconsistent with the provisions of this Act are hereby repealed or modified
39 accordingly.

40 *Sec. 10. Effectivity.* – This Act shall take effect fifteen (15) days after its
41 publication in the Official Gazette or in a newspaper of general circulation.

Approved,