

SEVENTEENTH CONGRESS OF THE REPUBLIC )  
OF THE PHILIPPINES )  
Third Regular Session )



Senate  
Office of the Secretary

'19 JUL -1 P5:59

SENATE  
S.B. NO. 115

RECEIVED

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Introduced by Senator Maria Lourdes Nancy S. Binay

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**AN ACT**  
**INCREASING THE MONTHLY MINIMUM WAGE OF PUBLIC SCHOOL**  
**TEACHERS TO TWENTY EIGHT THOUSAND PESOS (P28,000.00) AND**  
**NON-TEACHING PERSONNEL TO SIXTEEN THOUSAND PESOS**  
**(P16,000.00)**

EXPLANATORY NOTE

Article II, Section 9 of the 1987 Philippine Constitution provides:

“The State shall promote a just and dynamic social order that will ensure the prosperity and independence of the nation and free the people from poverty through policies that provide adequate social services, promote full employment, a rising standard of living, and an improved quality of life for all.”

Republic Act No. 4670, otherwise known as the “Magna Carta for Public School Teachers” was approved 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, attract and retain in the teaching profession more people with the proper qualifications, it being recognized that advance in the economic growth of the nation as a productive investment of vital importance.

As of January 1, 2018, the entry-level position of a licensed teacher on a salary grade (SG) 11 amounts to P20,179 for Salary Standardization Law (SSL) 3<sup>rd</sup> tranche. Meanwhile in the same SSL 3<sup>rd</sup> tranche the non-teaching personnel who provide support to teachers earn only P10,510 per month.

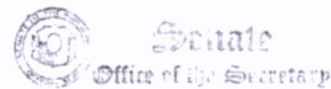
Public school teachers play a significant role in educating the Filipino youth who in turn become the future leaders of this country. They lead an extraordinary part in the lives of the Filipino children, molding them to become responsible and respectful citizens in the future. Thus, it is imperative that major efforts be undertaken to give our teachers their just and rightful compensation.

The proposed bill seeks to raise the salary of our public school teachers and non-teaching personnel.

In view of the foregoing, the passage of this measure is earnestly sought.

  
MARIA LOURDES NANCY S. BINAY  
Senator

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**AN ACT**  
**INCREASING THE MONTHLY MINIMUM WAGE OF PUBLIC SCHOOL TEACHERS TO TWENTY EIGHT THOUSAND PESOS (P28,000.00) AND NON-TEACHING PERSONNEL TO SIXTEEN THOUSAND PESOS (P16,000.00)**

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

1 Section 1. *Declaration of Policy.* – It is hereby declared the policy of the  
2 State to ensure that education is given highest priority in governance, and that  
3 teaching will attract and retain its rightful share of the best available talents by  
4 means of adequate remuneration and other means of job satisfaction. In the  
5 formulation of decisions with regard to educational reforms, the State shall  
6 likewise hold paramount the protection and promotion of the right of the citizens  
7 to quality education at all levels and the rights of education workers to humane  
8 conditions of work and a living wage.

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

14  
15 Sec. 3. *Increasing the Minimum Salaries of Public School Teachers.* – The  
16 present minimum salaries of public school teachers in the elementary and

1 secondary schools shall be upgraded from P20,179 to P28,008 a month. The  
2 salaries of those occupying higher positions shall be adjusted accordingly.

3  
4 *Sec. 4. Increasing the Minimum Salaries of Non-Teaching Personnel.* –  
5 The present minimum salaries of non-teaching personnel in the elementary and  
6 secondary schools shall be raised from P10,510 to P16,000 a month. The salaries  
7 of those occupying higher positions shall be adjusted accordingly.

8  
9 *Sec. 5. Priority in Budget Allocation.* – The Government shall appropriate  
10 such amount as may be necessary to carry out the objectives of this Act,  
11 Provided, that the salary increase of teaching and non-teaching personnel in  
12 public schools shall take priority over non-educational and non-agricultural  
13 budgetary allocations.

14  
15 *Sec. 6. Rules and Regulations.* – The Department of Education and the  
16 Department of Budget and Management shall promulgate the necessary rules  
17 and regulations of the provisions of this Act.

18  
19 *Sec.7. Appropriations.* – The initial funding required for the  
20 implementation of this Act shall be sourced from the savings of the Executive  
21 Branch of the government and other possible sources that may be determined by  
22 the Office of the President, and subsequent funds needed shall be included in  
23 the General Appropriations Act for the year following the implementation of this  
24 Act.

25  
26 *Sec. 8. Separability Clause.* – Should any provision herein be declared  
27 invalid or unconstitutional, the same shall not affect the validity of the other  
28 provisions of this Act.

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

4

5           Sec. 10. *Effectivity Clause.* – This Act shall take effect fifteen (15) days  
6 after its publication in the Official Gazette or one (1) newspaper or general  
7 circulation.

Approved,