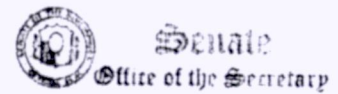


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )



'19 AUG 14 A11 :40

SENATE

S.B. No. 905

RECEIVED BY

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INTRODUCED BY: SENATOR EMMANUEL D. PACQUIAO

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AN ACT  
PROVIDING FOR A HIGHER SALARY GRADE LEVEL AND GRANTING  
RETIREMENT BENEFITS TO ALL PUBLIC SCHOOL TEACHERS AND  
PROVIDING FUNDS THEREFOR

EXPLANATORY NOTE

Horace Mann, the Father of the Common School Movement, once said that education is the great equalizer of the conditions of men. Recognizing it is the bedrock of democracy, he opined that it deserves substantial public investment.

No less than the highest law of our land recognizes this fact. Section 5 (5), Article XIV of the 1987 Constitution provides that “[t]he 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.”

Despite such recognition, the profession remains to be one of the lowest paid sectors in the country. Considering that educators perform a crucial role in nation-building, they must receive adequate remuneration and incentives in exchange to the value of service they render.

Thus, this bill seeks to increase the minimum salary grade level of all public school teachers. In addition, this also grants adequate retirement benefits to qualified teachers. These are simple measures aimed at providing a more conducive work atmosphere and living condition for those who choose to practice this noble profession.

For these reasons, the urgent passage of this bill is earnestly sought.

EMMANUEL D. PACQUIAO

SENATE

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*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 State to assign the  
2 highest budgetary priority to education and ensure that teaching will attract and retain its  
3 rightful share of the best available talents through adequate remuneration and other means of  
4 job satisfaction and fulfillment.

5  
6 **Sec. 2. Increase in the Minimum Salary Grade Level.** The present minimum salary grade  
7 level of public school teachers in the elementary and secondary schools shall be upgraded from  
8 Grade 11 to Grade 15.

9  
10 **Sec. 3 Retirement Benefits.** All qualified public school teachers under Republic Act No. 8291  
11 or the Revised Government Service Insurance System Act of 1997 shall receive a monthly  
12 pension for life amounting to not less than eighty percent (80%) of the monthly average salary,  
13 allowances and other emoluments authorized by law.

14  
15 **Sec. 4. Appropriations.** The initial funding required for the implementation of this Act shall  
16 be sourced from the savings of the Executive Branch of the government and other possible  
17 sources that may be determined by the Office of the President. The subsequent funds needed  
18 shall be included in the General Appropriations Act for the year following the implementation  
19 of this Act.

20  
21 **Sec. 5. Implementing Rules and Regulations.** Within sixty (60) days from the effectivity of  
22 this act, the Department of Education and the Government Services Insurance System in  
23 coordination with the Department of Budget and Management shall promulgate the necessary  
24 rules and regulations for the effective implementation of this Act.

25  
26 **Sec. 6. Separability Clause.** If, for any reason or reasons, any part of the provision of this Act  
27 shall be held to be unconstitutional or invalid, other parts or provisions hereof which are not  
28 affected thereby shall continue to be in full force and effect.

29

1 **Sec. 7. Repealing Clause.** Any law, presidential decree or issuance, executive order, letter of  
2 instruction, administrative order, rule or regulation contrary to or inconsistent with any  
3 provision of this Act is hereby repealed or modified accordingly.

4  
5 **Sec. 8. Effectivity.** This Act shall take effect fifteen (15) days after its publication in two (2)  
6 national newspapers of general circulation. The publication shall not be later than seven (7)  
7 days after the approval hereof.

8  
9           Approved,