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**SENATE**  
P.S. Res. No. 763

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Introduced by Senator Grace Poe

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**RESOLUTION**

**DIRECTING THE SENATE COMMITTEES ON EDUCATION ARTS AND CULTURE AND FINANCE TO FIND FEASIBLE WAYS AND MEANS TO SUBSTANTIALLY INCREASE THE BASE PAY AND BENEFITS OF PUBLIC SCHOOL TEACHERS, TO ENSURE THAT TEACHING WILL ATTRACT AND RETAIN ITS RIGHTFUL SHARE OF THE BEST AVAILABLE TALENTS, TO ENSURE PARITY IN THE SALARIES OF CIVILIAN AND MILITARY AND UNIFORMED PERSONNEL, AND TO PROVIDE TEACHERS WITH A MEANINGFUL STANDARD OF LIVING COMMENSURATE TO THEIR SERVICE TO THE COUNTRY**

WHEREAS, Section 17, Article II of the 1987 Philippine Constitution directs the State to prioritize education to accelerate social progress, and promote total human liberation and development;

WHEREAS, Section 5, Article XIV of our Fundamental law directs the State 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 fulfilment";

WHEREAS, Republic Act No. 1989, or the "*Compensation and Position Classification Act of 1989*" declares it a State policy to "...provide equal pay for substantially equal work and to base differences in pay upon substantive differences in duties and responsibilities, and qualification requirements of the positions";

WHEREAS, various news outlets reported that public school teachers nationwide, led by the Alliance of Concerned Teachers (ACT), demanded an increase

1 in the basic monthly salary to Php 30,000 during the opening of classes last June 05,  
2 2018;

3 WHEREAS, another organization called the "Teacher's Dignity Coalition" also  
4 launched a separate signature campaign calling for a Php 10,0000 across-the-board  
5 salary increase;

6 WHEREAS, the public school teachers also expressed outrage that they have  
7 "...been promised of [a] salary increase in a span of two years, but nothing came  
8 from those sweet words";

9 WHEREAS, the public school teachers also decried the selective salary  
10 increase given to military and uniformed personnel under Joint Resolution No. 01  
11 2018, calling it "discriminatory" and claiming that it "...sows demoralization and  
12 resentment among civilian personnel";

13 WHEREAS, due to the aforementioned Joint Resolution, the base pay of a  
14 Police Officer 1, Fire Officer 1, or Jail Officer 1 is now at Php 29,688, much higher  
15 than the base pay of a Teacher 1 which is currently Php 20,179;

16 WHEREAS, in recognition of the salary distortion caused by the increase in the  
17 salary of military and uniformed personnel under Joint Resolution No. 01, 2018, the  
18 Senate of the Philippines on December 31, 2017 adopted Senate Resolution No. 77  
19 which resolved to authorize the Department of Budget and Management to  
20 recomputed and readjust the base pay of civilian personnel and submit the same to  
21 Congress;

22 NOW THEREFORE BE IT RESOLVED, as it is hereby resolved by the Senate of  
23 the Philippines, to directing the Senate Committees on Education Arts and Culture  
24 and Finance to find feasible ways and means to substantially increase the base pay  
25 and benefits of public school teachers, to ensure that teaching will attract and retain  
26 its rightful share of the best available talents, to ensure parity in the salaries of  
27 civilian and military and uniformed personnel, and to provide teachers with a  
28 meaningful standard of living commensurate to their service to the country.

29 *Adopted,*

  
GRACE POE