

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



'22 AUG 15 P4:58

SENATE
S. No. 1164

RECEIVED BY 

Introduced by Senator JOSEPH VICTOR G. EJERCITO

AN ACT
PROVIDING FOR A TEN THOUSAND PESOS (P10,000.00) ACROSS-THE-BOARD INCREASE IN THE BASIC MONTHLY SALARY OF ALL PUBLIC ELEMENTARY AND SECONDARY SCHOOL TEACHERS AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

The 1987 Constitution, Article XIV, Section 5 (5) thereof provides that:

“The State shall assign the highest budget 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.”

Teachers play the most important role of building up the foundation of knowledge of our children. They serve as the government and parents’ trilateral partners in guiding and supervising our students.

When the COVID-19 pandemic hit in 2020, public school teachers were at the forefront in facilitating innovative modes of learning. The challenges posed by dystechnia and insufficient financial support made the work of public school teachers more difficult than when learning was conducted in person. Despite this, they are expected to continuously deliver the heavy volume of work and responsibility entrusted to them.

With the change in teaching and learning modalities, our teachers continue to adapt in order to fulfill the demands of their profession, notwithstanding the lack of resources. A study conducted in 2021 entitled, "Emergency Remote Teaching Experiences" which surveyed 28,859 teachers from kindergarten to senior high school reported that "teachers use their own resources for school-related expenses especially for distance learning needs like laptops, phones, printers, and internet connection".¹

The historical high accord that we give our teachers does not reflect the amount of salaries they presently receive. In fact, most of them resort to incurring loans because of this situation. According to the Department of Education, public school teachers owed a combined debt of at least P319 billion as of June 2019 which included P157.4 billion owed by teachers to the Government Service Insurance System and P162 billion in outstanding loans to accredited private lenders.² Unfortunately, some of them resort to borrowing money from loan sharks, making them fall prey to paying excessive high interest rates despite the loan having to be repaid in a short amount of time.

Indeed, our teachers play a big role in molding the character of students - their profession is integral in nation-building. The reform to the education sector must continue in order to address significant challenges, and must start with our key actors – our teachers.

Our public school teachers should be given decent pay that is commensurate to their contributions and sacrifices. Accordingly, this bill seeks to provide additional Ten Thousand Pesos (P10,000.00) across-the-board increase in the basic monthly salary of all public elementary and secondary school teachers. This initiative is not

¹ Dela Peña, Kurt (August 20, 2021). "Teachers use own money, resources as distance learning weighs heavy on them". Information retrieved at <https://newsinfo.inquirer.net/1476298/teachers-use-own-money-resources-as-distance-learning-weighs-heavy-on-them>

² Reysio-Cruz, Matthew (June 10, 2019). "Public school teachers' debt rose to P319B in 2 years – DepEd." Information retrieved at <https://newsinfo.inquirer.net/1128387/public-school-teachers-debts-rose-to-p319b-in-2-years-deped>

only for our teachers but also to further strengthen our education sector and an investment to the future of our students.

Hence, the immediate approval of this bill is earnestly sought.

A handwritten signature in black ink, consisting of a horizontal line followed by a large, stylized 'J' and 'E'.

JOSEPH VICTOR G. EJERCITO

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

1 Section 1. *Short Title.* - This Act shall be known as the "*Dagdag Suweldo Para*
2 *sa mga Guro*" Act.

3 Sec. 2. *Declaration of Policy.* - It is the policy of the State to ensure that the
4 education sector receive the highest budgetary priority. Along this end, the State shall
5 promote and improve the economic status of teachers to attract and retain the best
6 available talents and assist them in providing quality education to their students
7 through adequate remuneration and other means of job satisfaction and fulfillment.

8 Sec. 3. *Increase in the Basic Monthly Salary.* - All public elementary and
9 secondary school teachers, regardless of their length of service, are entitled to an
10 across-the-board increase of Ten Thousand Pesos (P10,000.00) to their basic monthly
11 salary.

12 Sec. 4. *Appropriations.* - The amount necessary to implement the provisions of
13 this Act shall be provided in the General Appropriations Act.

14 Sec. 5. *Implementing Rules and Regulations.* - The Department of Budget and
15 Management (DBM), in consultation with the Department of Education (DepEd) and
16 the Commission on Higher Education (CHED) shall promulgate within ninety (90) days

1 after the effectivity of this Act the necessary rules and regulations for its effective and
2 immediate implementation.

3 *Sec. 6. Repealing Clause.* – All laws, decrees, executive orders, rules and
4 regulations, which are inconsistent with the provisions of this Act are hereby repealed,
5 amended or modified accordingly.

6 *Sec. 7. Effectivity.* - This Act shall take effect fifteen (15) days after its
7 publication in the *Official Gazette* or in a newspapers of general circulation.

Approved,