

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
First Regular Session
House Bill No. 1977



Introduced by Representative Gabriel H. Bordado, Jr.

EXPLANATORY NOTE

Education is the single most important factor which can insure the growth and development of the nation, strengthening, in the process, its very foundation. As pointed out by a former world leader: "Every single one of you has something that you are good at. Every single one of you has something to offer. And you have a responsibility to yourself to discover what that is. That's the opportunity an education can provide."

The 1987 Constitution of the Philippines itself zeroes in on the importance of education by stating in Article XIV, Section 5 the following; "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 fulfilment." There lies, however the long-standing problem of providing the teachers, bracketed at the forefront of education, adequate pay and incentives.

This bill tackles the said problem head on. Its immediate approval is, therefore, in order.


GABRIEL H. BORDADO JR.
Representative
3rd District, Camarines Sur

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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 Minimum Basic Salary of Public School Teachers.** The
2 present entry-level salary of the public school teachers shall not be less than Thirty Thousand
3 Pesos (P30,000.00) a month. The salaries of those occupying higher positions shall be adjusted
4 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 Universities
7 and Colleges shall not be less than Thirty On Thousand Pesos (P31,000.00) a month. The
8 salaries of all other teaching personnel occupying higher positions shall be adjusted
9 accordingly.

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

18 **SEC. 4. Priority in Budget Allocation.** The National Government shall appropriate
19 such amount as may be necessary to carry out the objectives of this Act. The salary increase of

20 public school teachers shall take priority over the other non-educational and non-agricultural
21 budgetary allocation.

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

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

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

32 **SEC. 8. Separability Clause.** If any provision of this Act is declared unconstitutional or
33 invalid, the provisions not affected thereby shall continue to be in full force and effect.

34 **SEC. 9. Repealing Clause.** All laws, decrees, orders, rules and regulations inconsistent
35 with the provisions of this Act are hereby repealed or modified accordingly.

36 **SEC. 10. Effectivity.** This Act shall take effect fifteen (15) days after its publication in the
37 Official Gazette or in a newspaper of general circulation.

Approved,