

**[ LETTER OF INSTRUCTIONS No. 1372, January  
23, 1984 ]**

**DIRECTING THE PREPARATION OF A COMPREHENSIVE  
FINANCIAL PLAN FOR THE PHILIPPINE EDUCATIONAL SYSTEM.**

TO: The Minister of Education, Culture and Sports  
The Minister of Finance and the Collector of Internal  
Revenue  
The Minister of the Budget and the Director, Office,  
of Compensation and Position Classification  
The President, Government Service Insurance System  
The Director, National Tax Research Center  
The General Manager, Philippine Charity Sweepstakes  
Office

WHEREAS, the strength of the educational system depends on the quality of teaching;

WHEREAS, the compensation package of schoolteachers, including basic salary, allowances and fringe benefits, suffers in comparison with those of other professions and in comparison with teacher compensation in prior years when adjusted for price level changes, resulting in the progressive loss of attractiveness of teaching as a career;

WHEREAS, a reasonable compensation level is needed to assure the standing of the teaching profession and the continued inflow of promising entrants into the teaching profession and the maintenance in the school system of the best and an adequate number of teachers;

WHEREAS, the amounts involved are large and consequently calls for a systematic study of financial needs and sources:

NOW, THEREFORE, I, FERDINAND E. MARCOS, President of the Philippines, by virtue of the powers vested in me by law, do hereby Order and Instruct the Minister of Education, Culture and Sports to coordinate the preparation and, submission of a comprehensive financial study of schoolteachers compensation package, including the stated aspects of the financial study assigned to Heads of Office to which this Letter is addressed:

1. The Minister of Education, Culture and Sports, with the assistance of the Director, Office of Compensation and Position Classification and the President of the Government Insurance System, shall estimate the financial requirements of a gradual but systematic upgrading of teacher salary, allowances and benefits to such levels as would make these competitive with those of other professions demanding commensurate skills and training;
2. The Minister of the Budget shall study the potential of increasing the share of teachers in (a) the salary adjustment and related funds appropriated and programmed for release in 1984, and (b) the budgetary provisions for 1985 and succeeding years;