

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

SEVENTEENTH CONGRESS
First Regular Session
House Bill No. 3698



Introduced by Representative Ron P. Salo

EXPLANATORY NOTE

Public school teachers play a very crucial role in shaping the future of the youth and in building the nation as a whole. As the prime instruments in honing young minds, they are considered to be the heart of the educational system.

However, public school teachers receive a basic salary that is not commensurate to the value of their roles in Philippine society and the amount of work they do. It is also inadequate to help them sustain their needs and that of their families, especially considering the rising cost of living. In some instances, teachers are compelled to find other livelihood options to supplement their income, which is not enough to buy food, send their children to school, and pay the monthly rental and utility bills.

Further, the salary that public school teachers currently receive poses a major hindrance in attracting the brightest graduates of the best colleges and universities, to teach in our public schools. Many of them seek better opportunities abroad. Those who are currently teaching also lack the motivation to pursue further education and improve their skills.

This bill seeks to increase the minimum salary of public school teachers from Salary Grade 11 to Salary Grade 15. We are hopeful that this will address the migration of our teachers to seek better opportunities abroad and provide the teachers the right motivation and compensation to better educate our children, and give them the opportunities to learn and have the right disposition to be successful in the future.

Increasing the salary of teachers is consistent with the provisions of the 1987 Constitution, which states in Article XIV Section 5 (5): "The State shall assign the highest budgetary priority to the 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". It will also complement efforts to institute ambitious and wide-ranging education reforms under the K to 12 program.

In view of the foregoing, the immediate passage of this bill is earnestly sought.


Ron P. Salo
KABAYAN Partylist

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AN ACT
INCREASING THE MINIMUM SALARY OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 11 TO SALARY GRADE 15

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

SECTION 1. Increase in the Minimum Salary of Teachers. – The minimum salary of public school teachers in the elementary and secondary levels shall be increased to Salary Grade 15. Provided, that the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by the teachers and shall not be prejudiced by across the board adjustments.

Within six (6) months from the approval of this Act, the Department of Education (DepEd), in coordination with the Department of Budget and Management (DBM), shall rationalize the positions of teaching personnel to ensure that the minimum entry level is Salary Grade 15. The positions of non-teaching personnel may also be adjusted to the extent of preventing any disparity in rank and seniority with that of the teaching personnel.

SEC. 2. Priority in Budget Allocation. – The National Government shall appropriate such amount as may be necessary to carry out the objectives of this Act. Provided, that the salary increase of public school teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

SEC. 3. Budget Requirement. – The DepEd shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all the corresponding teacher plantilla positions for a period of at least five (5) years to allow the DBM to make necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SEC. 4. Appropriations. – The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

SEC. 5. Implementing Rules and Regulations. – The DepEd and the DBM shall promulgate the necessary rules and regulations to implement this Act.

SEC. 6. Separability clause. – The provisions of this Act are hereby declared separable, and in the event one or more of such provisions or part thereof are declared unconstitutional, such declaration of unconstitutionality shall not affect the validity of the other provisions thereof.

SEC. 7. Repealing clause. – All laws, acts, presidential decrees, executive orders, proclamations and/or administrative regulations which are inconsistent with the provisions of this Act, are hereby amended, modified, superseded or repealed accordingly.

SEC. 8. Effectivity. – This Act shall take effect fifteen (15) days following the completion of its publication in two (2) national newspapers of general circulation.

