

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

EIGHTEENTH CONGRESS

First Regular Session

House Bill No. 754



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Introduced by HON. ROZZANO RUFINO B. BIAZON

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#### EXPLANATORY NOTE

It is a fact that public school teachers are among the most underpaid workers in government. Public school teachers receive a meager basic salary compared to other workers in government service. The recent increase in the pay grade of policemen, the military and other uniformed services created a weird scenario wherein salaries for entry-level positions for the above-mentioned are way higher compared to the salary of an entry-level teacher with commensurate qualification. Considering that teachers play a very important role in the molding of our nation's youth, their current salary somehow does not equate to their same hard work and contribution to society. Our teachers are considered to be the heart of the educational system. Hence, it is high time the government gives priority to their welfare and interests.

The increase in the salary of teachers will be very timely bearing in mind the rate of inflation and the corresponding increase in prices of basic commodities and services. This will also serve as a huge morale boost for our teachers who remain steadfast and dedicated to their work in spite of all the odds. Hopefully, with this proposed measure, more Filipinos will be encouraged to enter the teaching profession and actually opt to teach here in our country instead of going abroad to look for greener pastures. This would help fill the gaps in the shortage of the same, specially in the far-flung areas of the country. This will also greatly help in motivating our teachers to strive for excellence in their field and thus, further improving the quality of education in our public-school system.

For the above-mentioned reasons, approval of this bill is earnestly sought.

  
ROZZANO RUFINO B. BIAZON  
Representative  
Lone District of Muntinlupa

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**AN ACT**  
**UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM**  
**SALARY GRADE 11 TO SALARY GRADE 19**

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

**SECTION 1. Title.** – This Act shall be known as “Teachers’ Salary Increase Law of 2019.”

**Sec. 2. Increase in the Minimum Salary Grade Level.** – The present minimum salary grade level of public-school teachers in the elementary and secondary schools shall be upgraded from Grade 11 to Grade 19; Provided, however, that the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by teachers and shall not be prejudiced by across the board salary adjustments

**Sec. 3. Priority in Budget Allocation.** – The National Government shall appropriate such amount, as may be necessary to carry out the objective of this Act. Provided, that the salary increase of public-school teachers shall take priority over non-educational and non-agricultural budgetary allocations.

**Sec. 4. Budget Required.** – The Department of Education (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 years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

Sec. 5. *Inclusion in Appropriations Act.* – 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 the same.

Sec. 6. *Rules and Regulations.* – The DepEd and the DBM shall promulgate the necessary rules and regulations for the proper implementation of this Act.

Sec. 7. *Repealing Clause.* – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed or modified accordingly.

Sec. 8. *Separability Clause.* – If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

Sec. 9. *Effectivity.* – This Act shall take effect fifteen days (15) after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,