



Republic of the Philippines  
**House of Representatives**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session  
**1410**  
HOUSE BILL NO. \_\_\_\_\_

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**Introduced by Congressman ALFRED VARGAS**

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**EXPLANATORY NOTE**

Teaching is the profession that creates all other professions. But while teachers are genuinely fulfilled in their practice, they also struggle with the financial limitations of their career. Thus, it is only fitting that we reward these individuals with more benefits.

This bill seeks to increase the salaries received by public school teachers through raising the minimum salary grade level of teachers from Salary Grade 11 (Php19,077.00) to 19 (Php36,409.00).

Through this bill, not only do we boost the morale and self-esteem of Filipino teachers, but we also contribute to their socio-economic and professional growth. Furthermore, if enacted, this measure may attract more individuals to commit to the profession of teaching in public schools.

This Representation, including the bill's proponent from the Senate, Senator Sonny Angara, earnestly seeks the speedy passage of this bill.

  
ALFRED VARGAS

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

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

**SECTION 1. 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 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 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 4. 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 this Act.

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

SEC. 6. **Repealing Clause.** – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 7. **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. 8. **Effectivity.** – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,