

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



EIGHTEENTH CONGRESS

First Regular Session

HOUSE BILL NO. 5140

Introduced by Honorable Michael L. Romero

EXPLANATORY NOTE

The State recognizes that all teachers should be given the proper motivations to persuade them to continue in the noblest profession of teaching and guiding our formative years to become useful citizens of this country.

The better financial considerations shall be combined with attempts to build-up the capacity of our teachers and emphasize the vital role that they perform in promoting nationalism, state identity and instill mutual awareness for the youth.

This House Bill seeks to provide all **public school teachers, and all other teaching personnel** with a **higher and reasonable salary**. More so to revitalize our teachers as they help create a better nation.

Thus, the early passage of this bill is earnestly requested.


MICHAEL L. ROMERO

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EIGHTEENTH CONGRESS
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HOUSE BILL NO. ⁵¹⁴⁰____

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AN ACT

**PROVIDING FOR THE SALARY ADJUSTMENT OF ALL
PUBLIC SCHOOL TEACHERS AND HIGHER EDUCATION
TEACHING PERSONNEL, TO AUGMENT THEIR
PERFORMANCE, AND FOR OTHER PURPOSES**

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

**SECTION 1. ADJUSTMENT OF THE MINIMUM BASIC SALARY OF
PUBLIC SCHOOL TEACHERS.** — It shall hereby be a declared policy of the state
that the basic salary of public school teachers shall be at a minimum of Thirty
Thousand Pesos (**P30,000.00**) a month.

The salaries of those occupying higher positions shall be adjusted in
accordance with the prevailing salary matrix.

**SECTION 2. ADJUSTMENT IN THE MINIMUM BASIC SALARY OF
HIGHER EDUCATION TEACHING PERSONNEL.** — It shall hereby be a declared
policy of the state that the basic salary of a teaching personnel in State and Local

Universities and Colleges shall be at a minimum of Thirty-Three Thousand Pesos **(P33,000.00)** a month.

The salaries of all other teaching personnel occupying higher positions shall be adjusted in accordance with the prevailing salary matrix.

SECTION 3. TRAINING METHOD AND EVALUATION. — The Department of Education (**DepEd**) in collaboration with the Commission on Higher Education (**CHED**) shall hereby create a logical and efficient performance evaluation system for teaching personnel that is cost-effective.

The DepEd and CHED shall also set up training programs for the teachers:

- a) Promote continuing professional development;
- b) Foster the evaluation and training that shall include, but not be limited to teaching methodology, classroom administration, subject matter expertise;
- c) Take into consideration students' economic progress; and
- d) This training and evaluation shall in no means mandate the teachers to render unpaid overtime work nor shall it result in reduced contact time with students.

SECTION 4. FINANCIAL URGENCY. — The National Government shall therefor appropriate such amount as may be necessary to carry out the effective implementation of this Act.

The salary increases of the public school teachers shall be prioritized over other non-educational and non-agricultural budgetary allocations.

SECTION 5. FINANCIAL REQUIREMENT. — The *DEPED* and *CHED* shall immediately create the detailed adjusted budget needed to cover the adjustment in the basic salary to allow the Department of Budget and Management (**DBM**) to make the necessary adjustments for the effective implementation of this Act.

SECTION 6. APPROPRIATIONS. - The amount necessary for the effective implantation of this Act, shall be taken from current General Appropriations Act (**GAA**).

Thereafter, such amounts needed in following years shall be included in the annual General Appropriations Act (**GAA**).

SECTION 7. TRANSITORY PROVISION – Existing industries, businesses and offices affected by the implementation of this Act shall be given six (**6**) months transitory period from the effectivity of the IRR or such other period as may be determined, to comply with the requirements of this Act.

SECTION 8. IMPLEMENTING RULES AND REGULATIONS. – The *DEPED* and *CHED*, other departments and agencies charged with carrying out the provisions of this Act shall, within sixty (**60**) days after the effectivity of this Act, formulate the necessary rules and regulations for its effective implementation.

SECTION 9. REPEALING CLAUSE. – All laws, decrees, executive orders, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 10. SEPARABILITY CLAUSE. – If, for any reason, any section or provision of this Act is held unconstitutional or invalid, the other sections or provisions hereof shall not be affected thereby.

SECTION 11. EFFECTIVITY CLAUSE. – This Act shall take effect after fifteen (15) days from its publication in the Official Gazette or in at least two (2) national newspapers of general circulation whichever comes earlier.

Approved,