

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 4987

Introduced by Representative **TYRONE D. AGABAS**

AN ACT
UPGRADING THE MINIMUM MONTHLY SALARY OF PUBLIC SCHOOL
TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE
11 TO SALARY GRADE 20, AND FROM SALARY GRADE 1 TO SALARY
GRADE 8, RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

This bill seeks to upgrade the minimum monthly salary of public school teachers and non-teaching personnel from Salary Grade 11 to Salary Grade 20, and from Salary Grade 1 to Salary Grade 8.

The State shall enhance the right of teachers to professional advancement. Non-teaching academic and non-academic personnel shall enjoy the protection of the State (Section 5 [4], Article XIV, 1987 Constitution). The State shall assign the highest budgetary priority to 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 (Section 5[5], Article XIV, 1987 Constitution). To this end, the State shall enact measures that shall advance the economic welfare of our teaching and non-teaching personnel.

Since time immemorial, the teaching profession has been considered as one of the noblest, if not the noblest professions of all. In the field of education, educators have always played a pivotal role as catalysts for various social changes. They are tasked with the heavy responsibility of molding and guiding the young, our students, into what they should be – productive and law-abiding citizens of the country.



Notwithstanding the tedious work and the health hazards attendant to the working environment of our teaching and non-teaching personnel, their commitment has remained steadfast and resolute. In the course of the performance of their duties however, work related illnesses such as pharyngitis, anemia, hypertension, hyperacidity, lung disease and other health hazards set in. With the meager income that they receive, which cannot adequately compensate the day to day sacrifices of our teaching and non-teaching personnel, not to mention the lack of immediate health care available to them, there is a need to upgrade and increase their salaries. Indubitably, our country's development is anchored on educated citizenry without which we cannot move on and survive as a country.

Hence, this earnest request for the immediate passage of this bill.



TYRONE D. AGABAS
Representative
6th District, Pangasinan

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SALARY GRADE 11 TO SALARY GRADE 20, AND FROM SALARY
GRADE 1 TO SALARY GRADE 8, RESPECTIVELY, AND
APPROPRIATING FUNDS THEREFOR

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

1 **SECTION 1. Declaration of Policy.** – It is the declared policy
2 of the State to assign the highest budgetary priority to
3 education and ensure that teaching will attract and retain its
4 rightful share of the best available talents through adequate
5 renumeration and other means of job satisfaction and
6 fulfillment.

7 **SEC. 2. Coverage.** – This Act shall cover all teaching and non-
8 teaching personnel in all public schools in the elementary and
9 secondary levels, whether nationally or locally funded,
10 including those in technical-vocational schools and state
11 universities and colleges.

12 **SEC. 3. Raising the Minimum Salaries of Public School**
13 **Teachers.** – The minimum monthly salaries of public school
14 teachers is hereby raised from Grade 11 to Salary Grade 20.
15 The salaries of those occupying higher positions shall be
16 adjusted accordingly.

17 **SEC. 4. Raising the Minimum Monthly Salaries of Public**
18 **School Non-Teaching Personnel.** – The minimum monthly
19 salaries of public school non-teaching personnel is hereby
20 raised from Salary Grade 1 to Salary Grade 8. The salaries of
21 those occupying higher positions shall be adjusted accordingly.

22 **SEC. 5. Priority in Budget Allocation.** – The government
23 shall appropriate such amount as may be necessary to carry
24 out the objectives of this Act: *Provided*, that the salary increase
25 of teaching and non-teaching personnel in public schools shall
26 take priority over non-educational and non-agricultural
27 budgetary allocations.

28 **SEC. 6. Rules and Regulations.** – The Department of
29 Education and the Department of Budget and Management
30 shall promulgate the necessary rules and regulations for the
31 implementation of this Act.

32 **SEC. 7. Appropriations.** – The initial funding required for the
33 implementation of this Act shall be sourced from the savings of
34 the Executive Branch of the government and other possible
35 sources that may be determined by the Office of the President,
36 and subsequent funds needed shall be included in the annual

37 General Appropriations Act for the years following the
38 implementation of this Act.

39 **SEC. 8. *Repealing Clause.*** – All laws, executive orders, rules
40 and regulations, which are inconsistent with this Act are
41 hereby amended, repealed or modified accordingly.

42 **SEC. 9. *Effectivity.*** – This Act shall take effect fifteen (15)
43 days after its publication in the *Official Gazette* or in ant
44 newspaper of general circulation.

45 Approved,