

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

18th Congress
First Regular Session

HOUSE BILL NO. 3956



Introduced by Rep. Erico Aristotle C. Aumentado

EXPLANATORY NOTE

Teaching is the profession that creates all other professions and is considered as the noblest profession. However, most notably our public school teachers are faced with financial struggles due to unjust compensation for their hard work and dedication. Their profession entails a lot of sacrifices, it takes a lot of patience and hard work to be a teacher.

Their work is not only confined within the four walls of the classroom, most of the time they carry on their work up to their homes in order to finish their documentary assessment of their students. Teachers give more of themselves than is objectively called for.

This bill seeks to upgrade the minimum salary grade of public school teachers from Salary Grade Eleven (11) to Salary Grade Fifteen (15). The public school teachers in the Philippines has a salary grade which is not commensurate to their contribution to our national development. They mold our youth to become the hope and bright future of our nation.

This measure will boost the morale and self-esteem of our silent heroes, our public school teachers. It will provide a just compensation for the hard work they conduct in the performance of their duties as educators of our children and will entail them with a much better standard of living for themselves and their families. It will also contribute socio-economic and professional growth and will attract more teachers to seek employment and remain as public school teachers in our public learning institutions.

In view of this, passage of this bill is earnestly sought.



ERICO ARISTOTLE C. AUMENTADO

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AN ACT

**UPGRADING THE BASIC SALARY OF PUBLIC SCHOOL TEACHERS 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. Title – This Act shall be known as the “Public School Teachers Salary
Upgrading Act.”

SECTION 2. Declaration of Policy.- It is hereby declared policy of the State to
guarantee the retention of competent teachers by ensuring that the remuneration due to
them are commensurate to their teaching loads. In line with this principle and with
constitutionality-enshrined policy to protect and promote the right of teachers for better
salary.

SEC. 3. Coverage.- This Act shall cover all public school teachers.

SEC. 4. Minimum Salary of Public School Teachers shall be upgraded from Salary
Grade Eleven (11) to Salary Grade Fifteen (15).

SEC. 5. Appropriations.- The amount necessary for the immediate implementation
of the provisions of this Act shall be included in the General Appropriations Act for the
year following the approval 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 valid, 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.