

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon city

Eighteenth Congress  
*First Regular Session*

HOUSE BILL No. 1475



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Introduced by Representative **MARLYN B. ALONTE**

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

**EXPLANATORY NOTE**

How many times have we heard that teaching is one of the noblest professions? After all, our teachers are the ones responsible for molding the minds of students and shaping them to be the best versions of themselves. These students eventually become successful doctors, lawyers, engineers, and more. Hence, it's not surprising to claim that teaching is the mother of all professions.

Unfortunately, public school teachers in the Philippines are among the most underpaid workers. Despite their efforts to prepare our children to pass not only exams but more so the tests of life, their salaries are not commensurate to how huge their contributions are to the society. Hence, the government needs to step up on its efforts to ensure that our beloved public school teachers receive the pay they deserve.

In this bill, we aim to raise the minimum salary grade level of Public school teachers from the current Salary Grade 11 to Salary Grade 19. This way, more qualified and competent educators will be inspired to teach in public schools.

For the abovementioned reasons, we respectfully urge the approval of this bill.

  
**MARLYN B. ALONTE**

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*Be it enacted by the Senate and 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. *Appropriations.* – 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 (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this 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. 4. *Implementing Rules and Regulations.* – The DepEd and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this Act.

Sec. 5. *Repealing Clause.* – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

Sec. 6. *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. 7. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,