

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Batasan Hills, Quezon City



**EIGHTEENTH CONGRESS**  
First Regular Session

**5166**  
**HOUSE BILL No. \_\_\_\_\_**

---

Introduced by  
**ACT Teachers Party-List Rep. FRANCE L. CASTRO**

---

**AN ACT**  
**INCREASING THE MINIMUM SALARIES OF PRIVATE SCHOOL TEACHERS**  
**TO ₱30,000 PER MONTH**

**EXPLANATORY NOTE**

This bill aims to increase the minimum monthly salaries of private school teachers to ₱30,000.

One of the arguments against salary increases of public school teachers is that their salaries are already "on par" with those of private school teachers, since teachers in public schools are allegedly paid higher than teachers in private schools.

This is far from the truth. Private school teachers are indeed "on par" with their counterparts in public schools in that they are also underpaid, having salaries not commensurate to their status as teachers.

There are private school teachers particularly those who are assigned in the basic education and outside the National Capital Region (NCR) suffer unequal treatment when it comes to their salaries and benefits. Some have reported that private elementary and high school teachers outside NCR are paid salaries ranging from ₱3,000 to ₱6,000 only, despite the fact they are licensed professional teachers and possess the necessary and desirable qualifications for teaching.

The 2010 Revised Manual for Regulation of Private Schools in Basic Education of the Department of Education provides for the sharing of increments in

tuition increases, that is, 70% of must be allocated to the salaries and/or wages of teaching and non-teaching personnel. However, the right of teachers to just and decent salaries must not be made dependent or conditioned on tuition increases, which are of course, the eventual burden of parents. All told, it is not the parents but the private schools, as the teachers' employers, who are the ones with the duty under our Constitution and national laws as well as international laws to respect this right.

The amount of ₱30,000 is consistent with the national demand of minimum salaries of ₱30,000 to meet the average cost of living of a five-member household, as per the independent socio-economic research organization Ibon Foundation.

For the above reasons, approval of this bill is earnestly sought.



---

**Rep. FRANCE L. CASTRO**  
*ACT Teachers Party-List*

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Batasan Hills, Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

**5166**  
**HOUSE BILL No. \_\_\_\_\_**

---

Introduced by  
**ACT Teachers Party-List Rep. FRANCE L. CASTRO**

---

**AN ACT**  
**INCREASING THE MINIMUM SALARIES OF PRIVATE SCHOOL TEACHERS**  
**TO ₱30,000 PER MONTH**

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

**SECTION 1. *Declaration of Policy.*** It is hereby declared to be the policy of the State to promote and improve the social and economic status of private school teachers, their living and working conditions, their terms of employment and career prospects in order that they may compare favorably with existing opportunities in other walks of life, attract and retain in the teaching profession more people with the proper qualifications, it being recognized that our private school system plays a vital role in the education of our people.

**SECTION 2. *Raising of the Minimum Salaries of Private School Teachers.*** The entry-level of private school teachers shall at least be ₱30,000 a month. The salaries of those occupying in the higher positions should be adjusted accordingly.

In no case shall any provision of this Act shall be made basis for the diminution of salaries of those already receiving amounts higher than that is provided under this Act.

**SECTION 3. *Implementation.*** The Department of Education and the Commission on Higher Education shall be the implementing agencies for this Act and must, within sixty (60) days from the effectivity of this Act, promulgate the implementing rules



and regulation necessary to ensure its efficient and effective implementation. For this purpose, they are hereby mandated to consult teachers' organizations and accredited teachers' unions as well as parents and other stakeholders.

**SECTION 4. *Separability Clause.*** If, for any reason, any section or provision of this Act is declared unconstitutional, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

**SECTION 5. *Repealing Clause.*** Any Laws, decrees, or laws, decrees, or rules and regulations which are inconsistent with or contrary to the provisions of this Act are hereby amended or repealed.

**SECTION 6. *Effectivity.*** This Act shall take effect fifteen (15) days from the publication in the Official Gazette or in any newspaper of general circulation.

*Approved,*