

**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 5393**



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*Introduced by Rep. Mohamad Khalid Q. Dimaporo*

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**EXPLANATORY NOTE**

This legislative measure is filed to recognize the frontline workers in nation building – our teachers. Education should be the primary focus if we want to be at par with the developed nations across the world. It is only imperative for us to invest in the education sector. Even our own Constitution recognizes the importance of Education in our nation, as Article XIV, Section 5(5) states that the State shall assign the highest budgetary priority to education.

Even with this Constitutional provision, the state of our educational sector, particularly the salaries of our teachers are lower than those with other professions. Investing in our teachers is one way of ensuring that the younger generations of Filipinos can enjoy quality education.

For these reasons, this measure seeks to provide right incentives to our teachers to continue their invaluable service to our nation.

In view of the foregoing, the immediate passage of this bill is earnestly sought.

  
**MOHAMAD KHALID Q. DIMAPORO**  
*First District, Lanao del Norte*

Republic of the Philippines  
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1     **AN ACT TO ENHANCE THE PERFORMANCE OF PUBLIC SCHOOL TEACHERS**  
2                     **AND PROVIDING FUNDS THEREFOR**  
3

4     *Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:*  
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6     **SECTION 1. *Adjustment in the Minimum Basic Salary of Public School Teachers.*** – The  
7     present entry-level salary of public school teachers shall not be less than FORTY FIVE  
8     THOUSAND (P 45,000.00) a month. The salaries of those occupying higher positions shall  
9     be adjusted accordingly.  
10

11    **SECTION 2. *Training and Evaluation.*** – The Department of Education (DepEd) shall  
12    develop a reasonable and efficient performance evaluation and ranking system for  
13    teaching personnel that is observation-based. Such performance evaluation shall be  
14    conducted by the DepEd Central Office annually. To ensure that the quality of education  
15    is not compromised, in the event that a teacher fails such evaluation, the said teacher shall  
16    be suspended, *Provided*, That such suspension be subject to the rules and regulations of  
17    the Civil Service Commission; and the said teacher be reinstated until such time that the  
18    teacher passes the said evaluation. The DepEd shall likewise establish training programs  
19    for the teachers' ongoing professional development. The evaluation and training shall  
20    include, but not be limited to instructional methodology, classroom management, subject  
21    matter knowledge, and shall take into consideration students' economic progress. The  
22    training and evaluation shall in no way require the teachers to render unpaid overtime  
23    work nor shall it result in reduced contact time with students.  
24

25    **SECTION 3. *Priority in Budget Allocation.*** – The National Government shall  
26    appropriate such amount as may be necessary to carry out the objectives of this Act. The  
27    salary increase of public school teachers shall take priority over other non-educational  
28    and non-agricultural budgetary allocations.  
29

30    **SECTION 4. *Budget Required.*** – The DepEd shall immediately come up with the specific  
31    programmed budget needed to cover the expenses for the adjustment in the basic salary

to allow the Department of Budget and Management (DBM) to make the necessary adjustments and facilitate the smooth implementation of this Act.

**SECTION 5. *Appropriations.*** – The amount necessary for the initial implementation of this Act shall be taken from current appropriations. Thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.

**SECTION 6. *Implementing Rules and Regulations.*** – The DepEd and DBM shall issue the rules and regulations necessary to effectively implement the provisions of this Act within ninety (90) days from its effectivity date.

**SECTION 7. *Separability Clause.*** – If any provision of this Act is declared unconstitutional and invalid, the provisions not affected thereby shall continue to be in full force and effect.

**SECTION 8. *Repealing Clause.*** – All laws, decrees, orders, rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

**SECTION 9. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

*Approved,*