

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City



EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 4325

Introduced by REP. FAUSTINO 'INNO' A. DY V

EXPLANATORY NOTE

Our public school teachers are the heart of our country's public education system. They are responsible for molding the minds of young Filipinos in whose hands the future of our country depends. Their important role in society, however, is not properly compensated. They are greatly underpaid given their heavy workload.

This bill seeks to address this situation by raising the minimum salary grade level of teachers from the current Salary Grade 11 to Salary Grade 19. The objective of the measure is to properly compensate our public school teachers and to incentivize the best and brightest graduates from top universities to be part of our public education system. This way we can ensure quality education for every Filipino student.

The Department of Education (DEPED) and the Department of Budget and Management (DBM) shall take lead in promulgating the implementing rules and regulations.

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


FAUSTINO 'INNO' A. DY V

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HOUSE BILL NO. ____

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

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

1 **SEC. 1. Increase in the Minimum Salary Grade Level.** – The present minimum salary grade level of
2 public school teachers in the elementary and secondary schools shall be upgraded from Grade 11 to
3 Grade 19: *Provided, however,* That the salary upgrading shall be differentiated in accordance with the
4 qualifications and length of service rendered by teachers and shall not be prejudiced by across the board
5 salary adjustments.

6
7 **SEC. 2. Priority in Budget Allocation.** – The National Government shall appropriate such amount, as
8 may be necessary to carry out the objectives of this Act: *Provided,* That the salary increase of public
9 school teachers shall take priority over other non-educational and non-agricultural budgetary
10 allocations.

11
12 **SEC. 3. Appropriations.** – The Department of Education (DepEd) shall come up with a specific
13 programmed budget needed to cover the expenses for the upgrading in salary levels for all the
14 corresponding teacher plantilla positions for a period of at least five (5) years to allow the Department
15 of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the
16 smooth implementation of this Act.

17
18 The amount necessary to implement the provisions of this Act shall be included in the General
19 Appropriations Act for the year following the approval of this Act.

20
21 **SEC. 4. Implementing Rules and Regulations.** – The DepEd and the DBM shall promulgate the
22 necessary rules and regulations to implement the provisions of this Act.

23
24 **SEC. 5. Repealing Clause.** – All provisions of laws, orders, decrees, including rules and regulations
25 inconsistent herewith are hereby repealed and/or modified accordingly.

1 **SEC. 6. *Separability Clause.*** – If any part or provision of this Act shall be held unconstitutional or
2 invalid, other provisions hereof which are not affected thereby shall continue to be in full force and
3 effect.

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

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8 Approved,