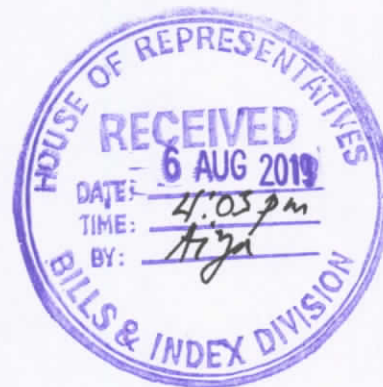




Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**EIGHTEENTH CONGRESS**

First Regular Session  
House Bill No. **3539**



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Introduced by **HON. ESMAEL "TOTO" G. MANGUDADATU**

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### **EXAPLANATORY NOTE**

The State is mandated to assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment.

Moreover, the Magna Carta for Public School Teachers provides that salaries of public school teachers shall compare favorably with those paid in other occupations requiring equivalent or similar qualifications, trainings and abilities and be such as to insure teachers a reasonable standard of life for themselves and their families.

Unfortunately, the current situation of our public school teachers does not completely adhere to these aforementioned laws. Both entry level salaries of Philippine Military Academy cadets and call center agents have higher rates than public school teachers. The low salaries received by more than 800,000 public school teachers has been a key issue in improving our education sector. We should provide teachers with the appropriate incentives to encourage them to improve their skills and knowledge to hone their expertise in educating and nurturing our youth to become better citizens of our country.

Investment in our education system is a big step towards the improvement of our country's human capital.

This bill seeks to attract the best and brightest graduates to pursue a career in teaching and motivate the current teaching personnel to remain in one of the world's noblest profession. Furthermore, this measure aims to improve quality of living of our public school teachers and the quality of education in our country.

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

  
**ESMAEL "TOTO" G. MANGUDADATU**



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**AN ACT INCREASING 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 Congress assembled:*

**SECTION 1. Short Title.** – This Act shall be known as “The Public School Teacher’s Salary Increase Act.”

**SEC. 2. Declaration of Policy.** – It is hereby declared the policy of the State to ensure that education receives the highest priority of governance, and that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment. The State shall, likewise, ensure the promotion of the right of its citizens to quality education and the welfare of the education sector workers.

**SEC. 3. Increase the Minimum Salary Grade Level.** – The minimum salary grade level of public school teachers shall be upgraded from salary grade 11 to salary grade 19. The salaries of those occupying higher positions shall be adjusted accordingly.

**SEC. 4. Coverage.** – This Act shall cover teaching personnel in all public schools in the elementary and secondary levels, whether nationally or locally funded, including those in technical-vocational schools and state universities and colleges.

**SEC. 5. Priority in Budget Allocation.** – The national government shall appropriate such amount deemed necessary to carry out the objectives of this Act. The salary increase of public school teachers shall take priority over non-educational and non-agricultural budgetary allocations.

**SEC. 6. Appropriations.** – The Department of Education (DepEd) shall come up with a specific programmed budget needed to cover the expenses for the increase in the minimum salary

grade for all teacher plantilla positions for a period of five (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the well-ordered implementation of this Act.

**SEC. 7. *Implementing Rules and Regulations.*** – The DepEd and the DBM shall promulgate necessary rules and regulations to implement the provisions of this Act.

**SEC. 8. *Repealing Clause.*** – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

**SEC. 9. *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. 10. *Effectivity.*** – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,