

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

*Eighteenth Congress*  
*First Regular Session*



House Bill No. 1054

---

**Introduced by Honorable Dahlia A. Loyola**

---

**EXPLANATORY NOTE**

Section 5, Article XIV of the Philippine Constitution states that "The State shall 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".

Our constitution recognizes the highest priority for public school teachers and therefore it is a constitutional mandate to grant to them such a level of remuneration and other incentives that would make teaching competitive again and attractive to the best available talents in the nation.

However, it is sad to say that our public school teachers are among the most overworked but underpaid professionals in the country. The salary package under the Salary Standardization Law of 2015 grants a measly P528.00 monthly increase in their salaries or P24.00 per day, just enough to buy a half kilo of rice.

Because of the unattractive salary levels, public schools have failed to attract the best and brightest graduates and/or teachers from top colleges and universities. Public school teachers are lowly paid compared to their counterparts in other countries and could not even afford to defray daily needs and basic household expenses. Worse, they cannot even afford to send their

children to good school. And worst, some of them are forced to augment their income by selling goods to fellow teachers or to their students.

It is in this light that this bill seeks to upgrade the basic salary of our public school in basic education by providing for an across-the-board increase of Php10,000.00. The bill aims to remedy the current plight of our public school teachers and to uplift their welfare and living conditions. The increase can also help teachers strive for excellence resulting to better quality of education in the country.

Teachers play a major role in educating the youth of a nation. Quality education is essential in ensuring that the country's economy is robust, and that the youth become productive as they grow older. For very young children, teachers are meant to encourage them to study hard, and find a place in society that they can fit in. Thus, it is just imperative to grant them a decent pay commensurate to the sacrifices they make in educating the country's youth.

Thus, the immediate approval of this bill is earnestly sought.



**DR. DAHLIA A. LOYOLA**  
Representative  
Fifth District, Cavite

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

*Eighteenth Congress*  
*First Regular Session*

House Bill No. 1054

---

Introduced by Honorable Dahlia A. Loyola

---

**AN ACT**  
**PROVIDING FOR A TEN THOUSAND (Php10,000.00) ACROSS-THE-BOARD INCREASE IN THE BASIC SALARY OF ALL PUBLIC SCHOOL TEACHERS IN KINDERGARTEN, ELEMENTARY, SECONDARY, AND SENIOR HIGH SCHOOL AND APPROPRIATING FUNDS THEREFOR**

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

1       **SECTION 1.   Reiteration of Policy.** – The State policies of ensuring  
2       that the education receives the highest budgetary priority and that teaching will  
3       attract and retain its rightful share of the best available talents through adequate  
4       remuneration and other means of job satisfaction and fulfillment are hereby  
5       reiterated. In the formulation of decisions with regards to education reforms, the  
6       State shall likewise hold paramount the protection and promotion of the right of  
7       citizens to qualify education at all levels and the rights of education workers to  
8       humane conditions of work and a living wage.

9       **SEC. 2.       Coverage.** – All public school teachers in kindergarten,  
10      elementary, high school and senior high school teachers regardless of their  
11      length of service are entitled to an across-the-board increase of Ten Thousand  
12      Pesos (Php10,000.00) to their basic monthly salary.

13      **SEC. 3.       Priority in Budget Allocation.** – The funds for the said  
14      increase shall be incorporated by the Department of Education (DepEd) in its  
15      budget for each fiscal year.



16           **SEC. 4. Rules and Regulations.** – The DepEd and the Department  
17 of Budget and Management (DBM) shall promulgate the necessary rules and  
18 regulations for the effective and immediate implementation of this Act.

19  
20           **SEC. 5. Repealing Clause.-** All laws, executive orders,  
21 issuances, rules, and regulations inconsistent with this Act are hereby  
22 amended, repealed or modified accordingly.

23  
24           **SEC. 6. Effectivity.** – This Act shall take effect fifteen (15) days  
25 after its publication in any newspaper of general circulation.

*Approved,*