

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 3096



Introduced by **HONORABLE STRIKE B. REVILLA**

EXPLANATORY NOTE

Public school teachers play an indispensable role in nation-building. No less than the highest law of the land recognizes this and has mandated, in Article XIV, Section 5.5, for the State 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*. Furthermore, the Magna Carta for Public School Teachers provides that the salaries of public school teachers shall (1) *compare favourably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities (Sec 15a)*, and (2) *be such as to insure teachers a reasonable standard of life for themselves and their families (Sec. 15b)*.

However, the government fails to realize this promise and upset public school teachers with the current low pay scheme. The existing salary for entry-level position of Teacher I is P20,754. A typical married teacher with two kids will have a net take home of an estimated P19,000. This is below the estimated P30,120 family living wage¹ in the National Capital Region.

No wonder why most of the public school teachers opt to leave the country and earn dollars in menial jobs than the dignified pedagogical nature that they once held in the country.

This proposed measure seeks to upgrade the minimum salary grade level of public school teachers from Salary Grade 11 to Salary Grade 15, or an equivalent of P20,754 to P30, 531 based on the latest salary schedule. This will hopefully motivate and maintain highly qualified teachers in the country.

¹ <https://www.ibon.org/workers-left-behind-in-growing-economy-under-duterte-administration/>

The government should afford these unsung heroes their long-delayed pay increase and protect not only the country's present interests through these teachers but also the better future that we are all aiming for.

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



REP. STRIKE B. REVILLA
2nd District, Cavite

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**AN ACT
INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 11 TO 15 AND PROVIDING FUNDS THEREFOR**

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

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

Sec. 2. *Reiteration of Policy.* – The policy of the State to ensure that education receives the highest priority in 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 is hereby reiterated.

Sec. 3. *Increase in the Minimum Salary Grade Level.* – The present minimum salary grade level of public school teachers in the elementary and secondary schools shall be upgraded from Grade 11 to 15; *Provided, however,* That the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by teachers and shall not be prejudiced by across-the-board adjustments.

Sec. 4. *Coverage.* – This Act shall cover all public school teachers in the elementary and secondary level, whether nationally and locally funded, including those in technical and vocational schools and state universities and colleges

Sec. 5. *Priority in Budget Allocation.* – The Government shall appropriate such amount as may be necessary to carry out the objectives of this Act. *Provided,* that the

salary increase of public school teachers shall take priority over non-educational and non-agricultural budgetary allocations.

Sec. 6. *Budget Required.* – The Department of Education (DepEd) shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all the corresponding teacher plantilla positions for a period of at least five (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

Sec. 7. *Appropriation.* – The source of initial funding required for the implementation of this Act shall be determined by the DBM, and subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

Sec. 8. All laws, orders, rules and regulations or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

Sec. 9. This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation.

Approved,