

**EIGHTEENTH CONGRESS
OF THE REPUBLIC OF THE PHILIPPINES**
First Regular Session



HOUSE OF REPRESENTATIVES

House Bill No. 3676

Introduced by Representative Virgilio S. Lacson


EXPLANATORY NOTE

In Article XIV, Section 5 (5) of the 1987 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".

It is not concealed in our knowledge that teachers are one of the most overworked profession in the country. They are given six (6) hours straight of actual classroom teaching loads a day and two (2) hours of work outside the school premises to comply with the eight-hour workday¹, plus additional paperwork that was implemented by the Department of Education (DepEd). Furthermore, These teachers extend their work hours at home. Moreover, public school teachers are given additional workload by both the local and national government, particularly during elections and census work.

This Act seeks to upgrade the minimum salary grade level of public school teachers from Salary Grade 11 to Salary Grade 15. This will confidently motivate and encourage highly qualified teachers to serve the country than leave the service for greener pastures.

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


VIRGILIO S. LACSON
Manila Teachers, Party List

¹ DepEd Memorandum No. 21, s. 2008.

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

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

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

3
4 **Sec. 2.** *Reiteration of Policy.* – The policy of the State to ensure that education
5 receives the highest priority in governance, and that teaching will attract and retain its
6 rightful share of the best available talents through adequate remuneration and other
7 means of job satisfaction and fulfillment is hereby reiterated.

8
9 **Sec. 3.** *Increase in the Minimum Salary Grade Level.* – The present minimum
10 salary grade level of public school teachers in the elementary and secondary schools
11 shall be upgraded from Grade 11 to 15. Salary grade levels of those occupying higher
12 positions shall be adjusted accordingly.

13
14 **Sec. 4.** *Coverage.* – This Act shall cover all public school teachers in the
15 elementary and secondary level, whether nationally and locally funded, including those
16 in technical and vocational schools and state universities and colleges.

1 Sec. 5. *Priority in Budget Allocation.* – The Government shall appropriate such
2 amount as may be necessary to carry out the objectives of this Act. *Provided*, that the
3 salary increases of public school teachers shall take priority over non-educational and
4 non-agricultural budgetary allocations.

5
6 Sec. 6. *Appropriation.* – The initial funding required for the implementation of
7 this Act shall be determined by the DBM. Thereafter, funds needed for the
8 implementation of this Act shall be included in the General Appropriations Act for the
9 year following the implementation of this Act.

10
11 Sec. 7. *Implementation.* – The Department of Education (DepEd) and the
12 Department of Budget and Management (DBM) shall promulgate the necessary rules
13 and regulations for the proper implementation of the provisions of this Act.

14
15 Sec. 8. *Separability Clause.* – If any provision or portion of this Act is declared
16 unconstitutional, the remainder of this Act or any provision not thereby affected shall
17 remain in full force and effect.

18
19 Sec. 9. *Repealing Clause.* - All laws, decrees, executive orders, ordinances, rules,
20 regulations, and other issuances, or parts thereof, which are inconsistent with any
21 provision of this Act, are hereby repealed, amended, and/or modified accordingly.

22
23 Sec. 10. *Effectivity.* This Act shall take effect fifteen (15) days after its publication
24 in the Official Gazette or in a newspaper of general circulation.

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27 Approved,