

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

SEVENTEENTH CONGRESS  
First Regular Session

HOUSE BILL NO. **1881**

HOUSE OF REPRESENTATIVES

**RECEIVED**

DATE: 26 JUL 2016

TIME: 1:00 PM

BY: [Signature]

REGISTRATION UNIT  
BILLS AND INDEX SERVICE

Introduced by **HON. GUS S. TAMBUNTING**

### EXPLANATORY NOTE

This bill aims to increase the minimum salary level of public school teachers in the country from Salary Grade 11 to Salary Grade 15 in recognition of their contribution to nation building by providing them better means in which to provide for their families at the same time motivating them to do better and to encourage highly qualified teachers to stay in the country rather than work abroad.

With today's high cost of living, salary competitiveness is needed in order to help these unsung heroes and to attract the best and the brightest graduates from top colleges and universities to pursue this noble profession.

No less than Article XIV, Section 5.5 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."

Likewise, the Magna Carta for Public School Teachers provides that the salaries of public school teachers shall (1) compare favorably 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).

But the reality of the current situation does not meet the requirements of the above stated laws. The existing salary for an entry-level position of Teacher I is only P18,549 while a high school graduate who enters the Philippine Military Academy receives P21,709 per month. Call center agents even have a higher take home pay than that of our teachers.

According to the Alliance of Concerned Teachers, the family living wage in the National Capital Region is estimated at P957 per day or P21,054 per month. And in order for our poor teachers to cope, most of them resort to borrowings in government financial institutions and other private lending individuals. And some even go as far as entering into 5-6 (loan term wherein there is a 20% interest rate) from loan sharks.

The present plight of our public school teachers need to be addressed. Otherwise, there will come a time wherein we will be lacking in teachers because they would prefer to work abroad or enter into other jobs outside of their profession with better salaries and benefits.

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



**GUS S. TAMBUNTING**

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**AN ACT**  
**UPGRADING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL**  
**TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 15**

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

SECTION 1. *Short Title.* This Act shall be known as "The Public School Teachers' Salary Upgrading Act."

SECTION 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.

SECTION 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. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

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

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

SECTION 6. *Appropriation.* The initial funding required for the implementation of this Act shall be sourced from the savings of the Executive Branch of the government and other possible sources as may be determined by the Office of the President. Thereafter, the amount necessary for the implementation of this Act shall be included in the annual General Appropriations Act.

SECTION 7. *Implementation.* The Department of Education (DepEd) and the Department of Budget and Management shall promulgate the necessary rules and regulations for the proper implementation of the provisions of this Act.

SECTION 8. *Separability Clause.* Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 9. *Repealing Clause.* All laws, decrees, orders, rules and regulations or other issuances or parts inconsistent with the provisions of this Act are hereby repealed.

SECTION 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,