



Republic of the Philippines  
**House of Representatives**  
Quezon City, Metro Manila



EIGHTEENTH CONGRESS  
*First Regular Session*

4149  
H. B. No. \_\_\_\_\_

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Introduced by Representative TEODORICO "NONONG" T. HARESCO, JR.

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AN ACT  
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM  
SALARY GRADE 11 TO SALARY GRADE 20, AND FOR OTHER PURPOSES

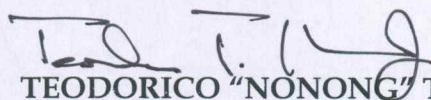
EXPLANATORY NOTE

The country is besieged by a multitude of problems, but none as tremendous and far-reaching as the critical condition of our educational system today. The substandard quality of our teachers, the dismal performance of our students, and the staggering shortage in classrooms and educational materials are roadblocks that keep us from moving forward.

Thus, keeping in mind that it is the avowed policy of the State, embodied in Section 17, Article II of the Constitution, to "give priority to education, science, and technology," it is in pursuit of this mandate that we must focus on improving the system of our schools, especially the quality of our public school teachers.

Our teachers – entrusted with the primary responsibility for the education of our children – are painfully inadequate in both quality and quantity. They are educators who cannot educate. They need to be trained and re-trained, year in and year out, and be kept up to date on developments in their respective fields – particularly information technology – so that excellence eventually becomes the norm.

However, we cannot attract good teachers because public school teachers in the country are underpaid. Based on the third tranche of Executive Order No. 201, Series of 2016, public school teachers receive a gross amount of only ₱20,179.00. This is not enough, especially after deductions like GSIS premiums, loans, etc. In this regard, this bill seeks to raise the minimum salary grade of teachers from the current Salary Grade 11 to 20. With this increase, more qualified and competent educators will be attracted to teach in public schools. Thus, the passage of this bill is earnestly sought.

  
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*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 “*Teachers Salary Act of*  
2 *2019.*”  
3

4 **SEC. 2. *Increase in the Minimum Salary Grade Level.*** – The present minimum salary  
5 grade level of public school teachers in the elementary and secondary schools shall be  
6 upgraded from Salary Grade 11 to Salary Grade 20: *Provided, however,* That, the salary  
7 upgrading shall be differentiated in accordance with the qualifications and length of  
8 service rendered by teachers, and shall not be prejudiced by across the board  
9 adjustments.  
10

11 **SEC. 3. *Budget Required.*** – The Department of Education shall come up with a specific  
12 programmed budget needed to cover the expenses for the upgrading in salary levels  
13 for all the corresponding teacher plantilla positions, for a period of at least five (5)  
14 years to allow the Department of Budget and Management to make the necessary  
15 budgetary adjustments to facilitate the smooth implementation of this Act.  
16

17 **SEC. 4. *Inclusion in the General Appropriations Act.*** – The amount necessary to  
18 implement the provisions of this Act shall be included in the General Appropriations  
19 Act for the year following the approval of this act.  
20

21 **SEC. 5. *Rules and Regulations.*** – The Department of Education and the Department  
22 of Budget and Management shall promulgate the necessary rules and regulations to  
23 implement the provisions of this Act.  
24

25 **SEC. 6. *Repealing Clause.*** – All laws, decrees, orders, rules and regulations or other  
26 issuances or parts thereof inconsistent with the provisions of this Act are hereby  
27 repealed or modified accordingly.  
28

29 **SEC. 7. *Separability Clause.*** – If any portion or provision of this Act is declared  
30 unconstitutional, the remainder of this Act or any provisions not affected thereby shall  
31 remain in force and effect.



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2 **SEC. 8. *Effectivity.*** – This Act shall take effect after fifteen (15) days following the  
3 completion of its publication either in the Official Gazette or in a newspaper of general  
4 circulation in the Philippines.

5  
6 *Approved,*