

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

THIRTEENTH CONGRESS
Second Regular Session

House Bill No. 4792



Introduced by **HON. IGNACIO T. ARROYO**

EXPLANATORY NOTE

A well-known teacher from the north once said that “while the youth are the future leaders of our country, teachers are molders of mind, roots of knowledge and bridge to better future of these leaders”.

Every citizen of this nation owes their wisdom and knowledge to their teachers. However, it is an undisputed fact that public school teachers are one of the most underpaid and neglected professionals in our country.

The law mandates 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.” (Section 5 (5), Article XIV of the 1987 Constitution)

While our nation has abundant talented teachers, the adequate remuneration and other means of job satisfaction and fulfillment provided for by no less than the basic law of the land remains to be seen.

For this simple reason, some of the best talents in the field of teaching are leaving our country and searching for a greener pasture in another country at the expense of being away with their family.

To this date, the plight of every public school teacher, in terms of financial and adequate consideration, continues.

In view of the foregoing, the immediate approval of this bill is earnestly sought to give meaning to the spirit and intent of the framers of the Constitution and to give importance to the prime movers of the education system.


IGNACIO T. ARROYO


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**AN ACT INCREASING THE SALARY GRADE OF PUBLIC SCHOOL
TEACHERS FROM SALARY GRADE 10 TO 20 AND PROVIDING FUNDS
THEREFOR**

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

SECTION 1. *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 10 to Grade 20; *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. 2. *Priority in Budget Allocation.* – The National 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 other non-educational and non-agricultural budgetary allocations.

SEC. 3. *Budget Required.* – The Department of Education, Culture and Sports (DECS) 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 years to allow the Department of Budget and Management make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

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

SEC. 5. *Rules and Regulations.* – The Department of Education, Culture and Sports (DECS) and the Department of Budget and Management (DBM) shall promulgate the necessary rules and regulations to implement the provision of this Act.

SEC. 6. *Repealing Clause.* – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 7. *Separability Clause.* – If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 8. *Effectivity.* – This Act shall take effect fifteen (15) days following publication in one (1) national newspaper of general circulation.

Approved,