

Republic of the Philippines  
House of Representatives  
Quezon City

SIXTEENTH CONGRESS

First Regular Session

House Bill No. **2168**



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Introduced by Hon. Mark Llandro L. Mendoza

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#### EXPLANATORY NOTE

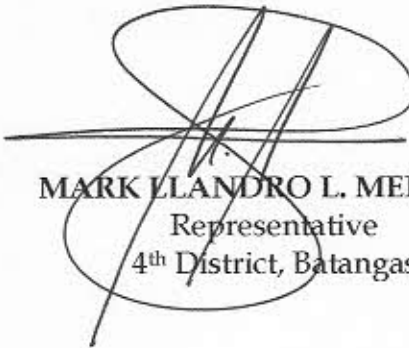
Article XIV Sec. 5 of the 1987 Constitution provides that "The State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other of job satisfaction and fulfillment."

There is also Republic Act No. 4670, "The Magna Carta for Public School Teachers" which was enacted "to promote and improve the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects so that they may compare favorably with other existing opportunities".

It is deplorable that through the years, our country's worsening economy has dragged our teachers, whom we have regarded as our second parents, into less than admirable standards of living and driven them to explore ways of augmenting their low levels of income, which have then adversely affected the quality of education in our schools. Many have also opted to migrate to other countries, lured by much better pay, leaving behind the country and the students they have loved so much behind.

This bill seeks to bring back the dignity of our public school system and its teachers by exempting them from the coverage of the Salary Standardization Law or Republic Act No. 6758, and hereby raising the quality of education in this country. More than anybody else in this country, or particularly within the government bureaucracy, it is our teachers who deserve to be well compensated and best taken care of by our government.

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



MARK LLANDRO L. MENDOZA  
Representative  
4<sup>th</sup> District, Batangas

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**AN ACT**  
**UPGRADING THE MINIMUM SALARY GRADE LEVEL OF**  
**TEACHERS FROM SALARY GRADE 10 TO 15**

*Be it enacted by the Senate and the 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 15; *Provided*, however, That the salary upgrading shall be differentiated in accordance with the qualification and length of service rendered by teachers and shall not be prejudiced by across the board salary adjustments.

**SECTION 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 and shall take priority over non-educational and non-agricultural budgetary allocation.

**SECTION 3. *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 to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

**SECTION 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.

**SECTION 5. *Rules and Regulations.*** The Department of Education (DepEd) and the Department of Budget and Management shall promulgate the rules and regulations necessary to implement the provisions of this Act.

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

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

**SECTION 8. *Effectivity.*** This Act shall take effect fifteen (15) days after its publication in one (1) national newspaper of general circulation or in the *Official Gazette*.

*Approved,*