

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

SIXTEENTH CONGRESS  
First Regular Session

HOUSE BILL NO. **3114**



Introduced by Hon. Jerry P. Treñas

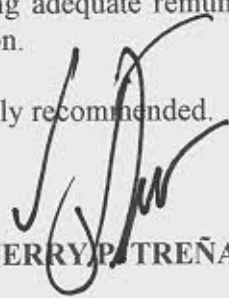
**EXPLANATORY NOTE**

Behind every professional, leader, visionary and hero are persons who have dedicated their careers to mold the minds and hearts of our youngsters for them to grow up to become productive and responsible members of our society. Our success in whatever endeavor or profession we so choose to partake in can be directly attributable to the tutelage provided to us by our dearest teachers. Sadly, our nation has not given the same care and affection to our noble teachers.

The Constitution clearly 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.”<sup>1</sup> However, to this very date, our public school teachers are still underappreciated and underpaid. The current minimum salary grade of our public school teachers is definitely not commensurate with the level of their expertise and with the amount of work that they do.

The future of our children and of our very own nation is in the hands of our hardworking and dedicated teachers. Unfortunately, the State is not providing them with adequate and attractive compensation which is mandated by our Constitution. Let us give to our teachers the proper salary that they rightly deserve. It is absolutely necessary to increase the minimum salary grade of our teachers to fulfill the Constitutional edict of providing adequate remuneration in order to attract and retain the best available talents in public education.

In view of the foregoing, the approval of this measure is highly recommended.

  
JERRY P. TREÑAS

<sup>1</sup> Section 5(5), Article XIV, 1987 Philippine Constitution.

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**AN ACT INCREASING THE MINIMUM SALARY GRADE LEVEL OF PUBLIC  
SCHOOL TEACHERS FROM SALARY GRADE 11 TO SALARY GRADE 19.**

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

**Section 1. Declaration of Policy.** - It is hereby declared the policy of the State to give paramount importance to the welfare of the public school teachers of the country, in furtherance of the policy of the State to give utmost priority to education.

**Section 2. Increase of Minimum Salary Grade Level.** - The present minimum salary grade level of public school teachers in the elementary and secondary schools shall be increased from Salary Grade 11 to Salary Grade 19. *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 salary adjustments.

**Section 3. 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.

**Section 4. Budget Required.** - The Department of Education (DepED) shall come up with a specific programmed budget needed to cover the expenses for the upgrading of the 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 (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

**Section 5. Inclusion in the General 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 6. Implementing Rules and Regulations.** - The DepED and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this Act.

32       **Section 7. *Repealing Clause.*** – All provisions of laws, orders, decrees, including rules  
33 and regulations inconsistent herewith are hereby repealed and/or modified accordingly.  
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35       **Section 8. *Separability Clause.*** – If any part or provision of this Act shall be held  
36 unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue  
37 to be in full force and effect.  
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39       **Section 9. *Effectivity.*** - This Act shall take effect fifteen (15) days after its publication in  
40 the *Official Gazette* or in a national newspaper of general circulation.  
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42       *Approved,*