

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SIXTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 3173**



---

Introduced by: Hon. Angelina "Helen" D.L. Tan, M.D.

---

**EXPLANATORY NOTE**

Article XIV, Section 5 (5) of the 1987 Constitution expressly 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 means of job satisfaction and fulfillment."

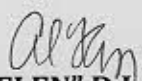
The present plight of our teachers, especially those in the public schools, however, betrays the best intention of the Constitution. Our teachers are not accorded the due recognition and importance they deserve. They are unappreciated, overworked and underpaid. Their salaries are insultingly low and with the high cost of living today, it is no wonder that many of the best and the brightest in the teaching profession are now teaching abroad or, worse, have migrated to work as caregivers or domestic helpers.

Public school teachers are among the most underpaid and/or overworked professionals in our society. Despite the fact that they are looked upon and heralded as molders of our the youth, public school teachers receive a basic salary under the Salary Standardization Law 3 (SSL3) of around eighteen thousand five hundred forty nine pesos (P18,549.00) only. Yet our teachers are considered to be the prime movers of the education system.

If education is an essential key in the country's global competitiveness, we should raise the quality of education by elevating our teachers' salary grade to a decent level befitting their responsibility as shapers of the young Filipinos' future. In doing so, we would be able to attract and retain exceptional and dedicated teachers who will nurture our children to become productive partners in nation-building.

To give meaning to the spirit and intent of the above mentioned constitutional provision, there is an imperative and indispensable necessity to upgrade the salary grade of our public school teachers.

In view thereof, approval of this bill is earnestly sought.

  
**ANGELINA "HELEN" D.L. TAN, M.D.**  
4<sup>th</sup> District, Quezon

*Republic of the Philippines*  
**HOUSE OF REPRESENTATIVES**  
Quezon City

**SIXTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 3173**

---

Introduced by: Hon. Angelina "Helen" D.L. Tan, M.D.

---

**AN ACT**  
**UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY GRADE 11 TO 19**

*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 11 to 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 prejudice by across the board salary 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 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 to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

**SEC. 4. *Appropriations.*** - 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 and the Department of Budget and Management shall promulgate the necessary rules and regulations to implement the provisions 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 in fifteen (75) days following publication in one (1) national newspaper of general circulation.

Approved,