

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City



SIXTEENTH CONGRESS
First Regular Session

House Bill No. **4081**

Introduced by **MAGDALO Party List Representatives**
Francisco Ashley L. Acedillo and Gary C. Alejano

Explanatory Note

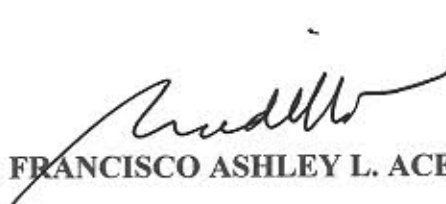
The 1987 Constitution expressly provides that:

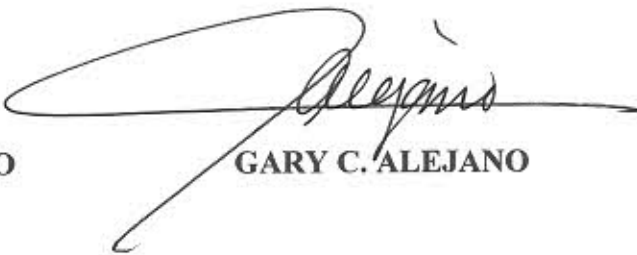
"The State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment."

Public school teachers are among the most underpaid and/or overworked professionals in our society today. Despite the fact that they are looked upon and heralded as molders of the youth, public school teachers receive a basic salary under the Salary Standardization Law-3 (SSL3) of 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. Clearly, the State urgently needs to give priority to their interest and welfare, as expressly mandated by the 1987 Constitution.

To give meaning to the spirit and intent of the above-mentioned constitutional provision, there is an imperative and indispensable necessity to upgrade the minimum salary grade of our public school teachers from Salary Grade 11 to Salary Grade 20.

The immediate approval of this bill is, therefore, earnestly requested.


FRANCISCO ASHLEY L. ACEDILLO


GARY C. ALEJANO

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
First Regular Session

House Bill No. 4081

Introduced by MAGDALO Party List Representatives
Francisco Ashley L. Acedillo and Gary C. Alejano

AN ACT
INCREASING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 11 TO 20 AND PROVIDING FUNDS THEREFOR

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

1 **SECTION 1. *Increase in the Minimum Salary Grade Level.*** - The present minimum
2 salary grade level of public school teachers in the elementary and secondary schools shall be
3 upgraded from Grade 11 to Grade 20; *Provided, however,* That the salary upgrading shall be
4 differentiated in accordance with the qualifications and length of service rendered by teachers
5 and shall not be prejudiced by across the board adjustments.

6
7 **SEC. 2. *Priority in Budget Allocation.*** - The National Government shall appropriate
8 such amount as may be necessary to carry out the objectives of this Act. *Provided,* that the salary
9 increase of public school teachers shall take priority over other non-educational and non-
10 agricultural budgetary allocations.

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

1 **SEC. 4. Appropriations.** - The amount necessary to implement the provisions of this Act
2 shall be included in the General Appropriations Act for the year following the approval of this
3 Act.

4
5 **SEC. 5. Rules and Regulations.** – The DepEd and the DBM shall promulgate the
6 necessary rules and regulations to implement the provisions of this Act.

7
8 **SEC. 6. Repealing Clause.** – All provisions of laws, orders, decrees, as well as rules and
9 regulations inconsistent herewith are hereby repealed and/ or modified accordingly.

10
11 **SEC. 7. Separability Clause.** – If any part or provision of this Act shall be held
12 unconstitutional or invalid, remaining parts or provisions hereof which are not affected thereby
13 shall continue to be in full force and effect.

14
15 **SEC. 8. Effectivity.** – This Act shall take effect fifteen (15) days following its publication
16 in at least two (2) national newspapers of general circulation.

Approved,