



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

SIXTEENTH CONGRESS
Second Regular Session

House Bill No. **5731**

Introduced by Honorable Sherwin T. Gatchalian

EXPLANATORY NOTE

This measure seeks to increase the minimum salary of public school teachers and non-teaching personnel in all elementary and secondary schools.

Section 5(5), Article XIV of the 1987 Constitution provides:

“Sec. 5. (1) xxx;

xxx xxx xxx;

(5)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.”

No less than the 1987 Constitution has recognized the importance of education as it mandates the State to give priority to education in order to hasten the achievement of social progress or national growth. Education is an integral part of national development as it equips the population with the necessary skills and knowledge to be able to actively participate and contribute to national progress.

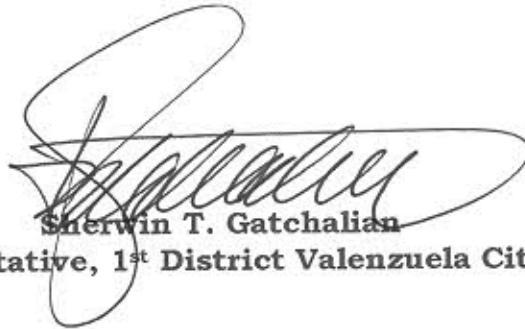
Public school teachers are vital partners of the government in ensuring that the youth receive quality education. By the nature of their

functions, teachers greatly contribute to nation-building and nurture the future leaders of our country. They deserve the praise they get for the significant role they play in molding the character and minds of our youth and shaping our country. Yet, despite them being hailed as heroes, our public school teachers still appear to be neglected because of the low salaries they receive.

This proposed measure aims to increase the minimum salary of public elementary and secondary school teachers, and also of the non-teaching personnel in the public education sector by upgrading their salary grade level from Salary Grade 11 to Salary Grade 18 and Salary Grade 1 to Salary Grade 9, respectively. Increasing the minimum salary of our public school teachers is a good way of expressing our gratitude and appreciation for their efforts and sacrifices and recognizing their true value. This bill envisions restoring teaching as a career of choice for the best and the brightest among the youth and also hopes to remedy the decline in the teaching profession and the brain drain which have resulted in the loss of our young and talented teachers who go abroad and seek greener pastures for them to be able to better provide for their families. This measure also recognizes the contributions of non-teaching personnel in our public schools who also render invaluable service to ensure that quality education is available and accessible to all.

It is hoped that through this proposed measure, our public school teachers and non-teaching personnel will soon receive a fair and adequate remuneration commensurate to their contributions to society and the hardships they encounter in the performance of their duties and functions.

In view of the foregoing, approval of this bill is earnestly requested.

A large, stylized handwritten signature in black ink, which appears to read 'Sherwin T. Gatchalian', is written over the printed name and title.

Sherwin T. Gatchalian
Representative, 1st District Valenzuela City

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House Bill No. **5731**

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AN ACT
INCREASING THE MINIMUM SALARY OF PUBLIC SCHOOL
TEACHERS AND NON-TEACHING PERSONNEL IN ALL ELEMENTARY
AND SECONDARY SCHOOLS BY UGRADING THEIR SALARY GRADE
LEVEL FROM SALARY GRADE 11 TO SALARY GRADE 18 AND
SALARY GRADE 1 TO SALARY GRADE 9, RESPECTIVELY, AND
APPROPRIATING FUNDS THEREFOR

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

SECTION 1. **Declaration of Policy.** – It is hereby declared the policy of the State to promote the welfare and the economic well-being of public school teachers and non-teaching personnel in the public education sector. Towards this end, the State shall promulgate measures that will provide them fair and adequate remuneration commensurate to their contributions to nation-building and that will afford them and their families a reasonable standard of living.

SEC. 2. **Coverage.** – This Act shall cover all teaching and non-teaching personnel in public elementary and secondary schools, whether nationally or locally funded.

For purposes of this Act, a *public school teacher* refers to a person engaged in:

- a) Actual classroom teaching in the public education sector, including locally-funded teachers or those hired and paid for, whether fully or partially, by the local government unit or any local entity in accordance with the rules and regulations issued by the Department of Education (DepEd) for the purpose;
- b) Teaching in the alternative learning system of the DepEd;
- c) Teaching in the Philippine Science High School System; and

d) School-based supervisory, managerial, administrative or technical functions in the public education sector.

Non-teaching personnel refer to officials and employees of DepEd not included in the definition for public school teachers.

SEC. 3. **Minimum Salary of Public School Teachers.** – The minimum salary of a public school teacher in a public elementary or secondary school shall be adjusted from the present Salary Grade 11 to Salary Grade 18. The salaries of those occupying higher positions shall be adjusted accordingly.

SEC. 4. **Minimum Salary of Non-Teaching Personnel.** – The minimum salary of non-teaching personnel in a public elementary or secondary school shall be adjusted from the present Salary Grade 1 to Salary Grade 9. The salaries of those occupying higher positions shall be adjusted accordingly.

SEC. 5. **Implementation by Tranches.** – The implementation of Sections 3 and 4 of this Act shall be implemented by tranches within a three-year period from the approval of this Act.

Within thirty (30) days from the approval of this Act, the Secretary of Education shall, in consultation with the Civil Service Commission, come up with the modified compensation schedule for the affected teaching and non-teaching personnel and the specific programmed budget needed to cover the expenses for upgrading the salary levels of all the corresponding teaching and non-teaching positions over a period of three (3) years to allow the Department of Budget and Management to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

The salary increase under this Act shall not be prejudiced by any across the board adjustments provided for by other laws or executive issuances.

SEC. 6. **Performance-Based Incentive.** – A performance-based incentive in the amount of Five Thousand Pesos (P5,000.00) each year shall be granted to all qualified teaching and non-teaching personnel in the public education sector based on specific mechanisms and criteria promulgated by the DepEd for the purpose.

The performance-based incentive mandated in this section shall be distinct and separate from existing benefits and incentives already provided to teaching and non-teaching personnel in the public education sector by existing laws, regulations or issuances.

The amount of incentive granted under this section may be increased by the President, upon recommendation by the Secretary of Education, to account for inflation and other economic factors so that the incentive would remain significant in motivating our public school teachers and non-teaching personnel to reach or achieve the criteria set by DepEd.

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

SEC. 8. **Appropriations.** – The amount necessary for the implementation of this Act shall be included in the annual General Appropriations Act for the year following the approval of this Act.

SEC. 9. **Implementing Rules and Regulations.** – Within ninety (90) days from the approval of this Act, the Secretary of Education shall, in coordination with the Secretary of Budget and Management and the Civil Service Commission, issue the necessary rules and regulations for the effective implementation of this Act.

SEC. 10. **Separability Clause.** – If any provision or part of this Act is declared invalid or unconstitutional, the remaining parts or provisions not affected shall remain in full force and effect.

SEC. 11. **Repealing Clause.** – All other laws, decrees, executive orders, proclamations, rules and regulations, or parts thereof inconsistent with the provisions of this Act are hereby amended, repealed or modified accordingly.

SEC. 12. **Effectivity.** – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a national newspaper of general circulation.

Approved,