

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Constitution Hills, Quezon City

SEVENTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 4794



Introduced by: Representative JOHNNY T. PIMENTEL

EXPLANATORY NOTE

Teachers serve as the front-liners in the social function of rearing the young minds. They take the vital role in rendering the primary training of the nation's forthcoming human capital in the Philippine public schools.

It is but unfortunate that our public school teachers receive only a meagre pay. The dearth compensation precludes them from coping up with the fast increasing daily standard of living. As such, many of our teachers fall marginalized in their economic capacity.

The Philippine government, through the 14th Congress' Joint Resolution No. 4 in 2009, has recognized the principle that all government personnel shall be paid with just and equitable compensation. This was further increased in 2016 thru Executive Order No. 201. Nevertheless, our teachers are still left in a relatively scant salary grade at SG-11.

It is State policy to provide a high budgetary prioritization in education and ensure that the teaching profession be kept competitive. This measure seeks to recognize the crucial role of our teachers to the Philippine society.

The approval of this Bill is earnestly sought.



JOHNNY T. PIMENTEL

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

AN ACT

**UPGRADING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM
SALARY GRADE 11 TO SALARY GRADE 19**

SECTION 1. *Declaration of Policy* – It is the declared policy of the State to ensure a compensation system that will promote pay equity for an effective, efficient, professional and motivated corps of public school teachers in the elementary and secondary schools.

SECTION 2. *Adjustment on the Salary Grade of Public School Teachers.* – The present minimum salary grade of public school teachers in the elementary and secondary schools shall be upgraded from Grade 11 to Grade 19; Provided that the pay schedule upgrade shall be differentiated in accordance with the rank, qualifications and length of service rendered by the school 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.

SECTION 4. *Budget Required.* The Department of Education (DepEd) shall promulgate a specific programmed budget needed to cover the expenses for the upgrading of the salary grade for all the public school teachers for a period of at least five years to allow the Department of Budget and Management (DBM) to

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

SECTION 5. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with the provisions of the Act is hereby repealed, modified or amended accordingly.

SECTION 6. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,