

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1851



Introduced by **HON. LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.,**
HON. MIGUEL LUIS R. VILLAFUERTE, HON. TSUYOSHI ANTHONY G.
HORIBATA AND HON. NICOLAS ENCISO VIII

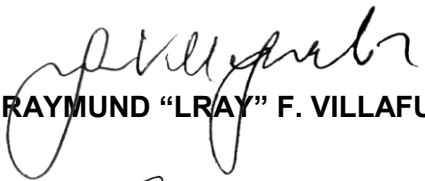
EXPLANATORY NOTE

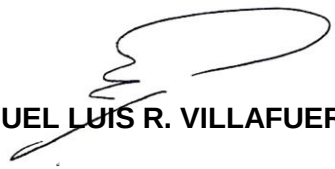
Teachers act as agents of constructive intellectual, social, cultural, political, and moral change in education institutions and in the community. In the context of COVID-19 pandemic, they may be recognized as education frontliners that took an invaluable role to continue learning amongst our students through alternative modes. Despite their contribution, workload, and role in the society, public school teachers are among the most underpaid workers in the country.

The low salary of around 800,000 public school teachers has caused disincentivization to improve their skills and pursue further education and training. This situation also makes the teaching profession unattractive to the youth, especially to the cream of the crop graduates from top colleges and universities in the country. Moreover, labor groups and teacher associations have been lobbying for years to increase teachers' compensation by upgrading their salary grade.

In this regard, this bill seeks to increase the salary grade level of public school teachers from Salary Grade 11 to 19. Given this proposal, more students will be attracted to take the education profession, while incentivizing the teachers to further equip their skills set to strive for excellence in their field that would transcend in improving the quality of the public education system.

In line with this, the passage of this bill is earnestly sought.


LUIS RAYMUND "LRAY" F. VILLAFUERTE, JR.


MIGUEL LUIS R. VILLAFUERTE


TSUYOSHI ANTHONY G. HORIBATA


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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 5 qualifications and length of service rendered by teachers and shall not be prejudiced by across-the-board salary adjustments.

SECTION 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.

SECTION 3. *Appropriations.* – The Department of Education (DepEd) 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 (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this 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 4. *Implementing Rules and Regulations.* — The DepEd and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SECTION 5. *Repealing Clause.* — All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SECTION 6. *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.

SECTION 7. *Effectivity.* — This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,