

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

Nineteenth Congress
First Regular Session

HOUSE BILL NO. 3376



**Introduced by Hon. Bryan B. Revilla, Hon. Lani Mercado-Revilla and
Hon. Ramon "Jolo" Revilla III**

EXPLANATORY NOTE

Public school teachers play an indispensable role in nation-building. The Philippine Constitution provides:

Article XIV, Sec. 5.5 –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.

Furthermore, the Magna Carta for Public School teachers provides that salaries of public school teachers shall (1) *compare favorably with those in other occupations requiring equivalent or similar qualifications, training and abilities (Sec. 15a)*, and (2) *be such as to insure teachers a reasonable standard of life for themselves and their families (Sec. 15b)*.

However, the government fails to realize this promise and upset public school teacher with the current low pay scheme. The existing salary for entry-level position of Teacher I is at twenty thousand seven hundred fifty four pesos (P20,754.00). A teacher with a family of four will have net take home of an estimated nineteen thousand pesos (P19,000.00). This is way below the estimated twenty five thousand two hundred fifty two pesos (P25,252.00) family living wage in the National Capital Region.¹

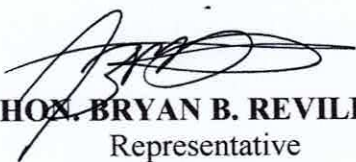
No wonder why most of the public school teachers opt to leave the country to earn dollars in menial jobs than the dignified pedagogical nature that they once held in the country.

¹ Relativo, James. *NCR 'family living wage' tumaas sa P1,072/araw, lalong lumayo sa minimum, March 4, 2022*, retrieved from: <https://www.philstar.com/pilipino-star-ngayon/bansa/2022/03/04/2164942/ncr-family-living-wage-tumaas-sa-p1072araw-lalong-lumayo-sa-minimum>

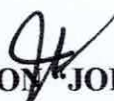
This proposed measure seeks to upgrade the minimum salary grade level of public school teachers from Salary Grade 11 to Salary Grade 15. This will hopefully motivate and maintain highly qualified teachers in the country.

The government should afford these unsung heroes their long-delayed pay increase and protect not only the country's present interest through these teachers but also the better future that we are all aiming for.

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


HON. BRYAN B. REVILLA
Representative
AGIMAT Partylist


HON. LANI MERCADO-REVILLA
Representative
2nd District of Cavite


HON. RAMON "JOLO" REVILLA III
Representative
1st District of Cavite



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AN ACT
INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING FUNDS
THEREFOR

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

1 **Section 1. Short Title.** – This Act shall be known as the “The Public School
2 Teachers’ Salary Upgrading Act.”
3

4 **Sec. 2. Declaration of Policy.** – It is the policy of the State to ensure that education
5 receives the highest priority in governance, and that teaching will attract and retain its
6 rightful share of the best available talent through adequate remuneration and other means
7 of job satisfaction and fulfillment.
8

9 **Sec. 3. Increase in the Minimum Salary Grade Level.** – The salary grade level of
10 public school teacher in the elementary and secondary schools shall be upgraded from
11 salary grade 11 to salary grade 15; *Provided, however,* That the salary upgrading shall be
12 differentiated in accordance with the qualification and length of service rendered by
13 teachers and shall not be prejudiced by across-the-board adjustments.
14

15 **Sec. 4. Coverage.** – This Act shall cover all public school teachers in the elementary
16 and secondary level, whether nationally and locally funded, including those in technical
17 and vocational schools and state universities and colleges.
18

19 **Sec. 5. Priority Budget Allocation.** – The Government shall appropriate such
20 amount as may be necessary to carry out the objectives of this Act. *Provided,* That the
21 salary increase of public school teachers shall take priority over non-educational and non-
22 agricultural budgetary allocations.
23

24 **Sec. 6. Budget Required.** The Department of Education (DepEd) shall come up with
25 a specific programmed budget needed to cover the expenses for the upgrading in salary
26 levels for the corresponding teacher plantilla positions for a period of at least five (5) years
27 to allow the Department of Budget and Management (DBM) to make the necessary
28 budgetary adjustments to facilitate the smooth implementation of this Act.
29

1 **Sec. 7. Appropriation.** – The source of initial funding required for the
2 implementation of this Act shall be determined by the DBM, and subsequent funds shall be
3 included in the General Appropriations Act for the year following the implementation of
4 this Act.
5

6 **SEC. 13. Repealing Clause.** – All decrees, executive orders and other administrative
7 issuances or parts thereof, which are inconsistent with the provisions of this Act, are hereby
8 repealed or modified accordingly.
9

10 **SEC. 14. Effectivity Clause.** – This Act shall take effect fifteen (15) days after its
11 publication in the *Official Gazette* or in a newspaper of general circulation.
12

13 Approved,