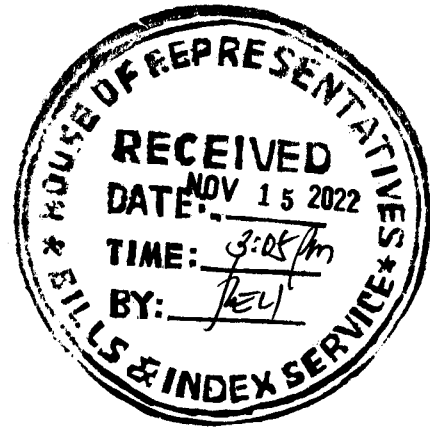


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 6154



Introduced by Representatives Rex Gatchalian and Vincent Garcia

AN ACT
INCREASING THE SALARY GRADES OF TEACHER I TO TEACHER III AND
APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

In Article XIV, Section 5, paragraph 5 of the 1987 Constitution it is a declared policy of the State to 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.

Despite such policy, more and more Filipino teachers are going abroad to seek greener pastures and we continue to fail to retain our rightful share of the best available talents. Thus, to retain the best and brightest teachers, this bill is being filed to increase the salary grades of public school teachers who are currently classified as Teacher I, Teacher II, and Teacher III from Salary Grades 11, 12, and 13, respectively, to Salary Grades 13, 14, and 15.

Fortunately, on June 23, 2022, the Office of the President issued Executive Order No. 174 (EO 174) which establishes the career progression system for public school teachers to promote professional development and career advancement among public school teachers, and define the career lines of teachers within the public school system. Under EO 174, the DBM is mandated to create the new position titles of Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master Teacher V, and include the same in the Index Occupational Services, Occupational Groups, Classes and Salary Grades.

The spirit of this bill is consistent with the creation of the new position titles under EO 174 as it recognizes the essential role public school teachers play in the educational advancement of learners and the need to resolve the inequity in pay level between Teacher I to Teacher III and Master Teachers. However, the gap in pay between a Master Teacher I and Teacher III stands at Php15,405 compared to Php3,224 in 2007. This has resulted in increasing inequity between those filling the ranks of Teacher I to Teacher III and higher positions. This bill is meant to augment such pay gap and ensure the country continues to attract teachers who will mold the next generation of Filipinos.

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



HON. REX GATCHALIAN
Representative
1st District, Valenzuela City



HON. VINCENT GARCIA
Representative
2nd District, Davao City

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

1 **SECTION 1.** *Short Title.* – This Act shall be known as the “*Teacher Salary*
2 *Increase Act.*”
3

4 **SEC. 2.** *Declaration of Policy.* – It is hereby declared the policy of the State
5 to promote and advance the social and economic status of public school teachers in
6 order to ensure that they enjoy the benefits commensurate to their invaluable role in
7 national development. In pursuance of such policy, the State shall ensure that the
8 teaching profession will attract and retain its rightful share of the best available
9 talents through adequate remuneration and other means of job satisfaction and
10 fulfillment.
11

12 **SEC. 3.** *Coverage.* – This Act shall apply to public school teachers under the
13 Department of Education (DepEd).
14

15 **SEC. 4.** *Salary Grade Adjustment.* – The salary schedule for the positions of
16 Teacher I, Teacher II, and Teacher III shall be modified as follows:
17

Teaching Position	Current Salary Grade	Modified Salary Grade
Teacher I	Salary Grade 11	Salary Grade 13
Teacher II	Salary Grade 12	Salary Grade 14
Teacher III	Salary Grade 13	Salary Grade 15

1
2 **SEC. 5. Appropriations.** – The amount necessary for the implementation of
3 this Act shall be charged against those authorized in the current appropriations of
4 the DepEd. Thereafter, the amount necessary for its continued implementation shall
5 be included in the annual General Appropriations Act.
6

7 **SEC. 6. Implementing Rules and Regulations.** – Within ninety (90) days from
8 the effectivity of this Act, the DepEd, in coordination with the Department of Budget
9 and Management and the Civil Service Commission, shall issue the rules and
10 regulations implementing its provisions. The Implementing Rules and Regulations
11 (IRR) issued pursuant to this section shall take effect thirty (30) days after its
12 publication in a newspaper of general circulation.
13

14 **SEC. 7. Separability Clause.** – If any provision of this Act is held invalid or
15 unconstitutional, the other provisions not so declared shall remain in full force and
16 effect.
17

18 **SEC. 8. Repealing Clause.** – All other laws, executive orders, presidential
19 decrees, administrative orders, rules and regulations, issuances, or parts thereof
20 contrary to or inconsistent with the provisions of this Act are hereby repealed or
21 amended accordingly.
22

23 **SEC. 9. Effectivity Clause.** – Notwithstanding the non-issuance of the IRR,
24 this Act shall take effect fifteen (15) days after its publication in the Official Gazette
25 or in a newspaper of general circulation
26

27 *Approved,*