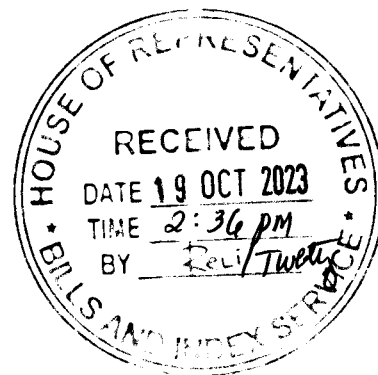


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
Second Regular Session

House Bill No. **9418**



**INTRODUCED BY REPRESENTATIVES RALPH WENDEL P. TULFO,
JOCELYN P. TULFO, ERWIN T. TULFO, EDVIC G. YAP, AND ERIC GO YAP**

**AN ACT UPGRADING THE SALARY LEVELS OF PUBLIC SCHOOL
TEACHERS IN BASIC EDUCATION AND PUBLIC TEACHING PERSONNEL
IN HIGHER EDUCATION TO SALARY GRADES 15 AND 16, RESPECTIVELY**

EXPLANATORY NOTE

Public school teachers go the extra mile in committing their time, skills, expertise, and resources to be able to perform their duty of educating and molding the minds of the future generations, regardless of their own financial circumstances. Despite playing a key role in the growth of the community, teachers, and other education personnel struggle with poor salary and inadequate benefits from the government.

Section 2 of Republic Act No. 11466, otherwise known as the "Salary Standardization Law of 2019", provides that it is the policy of the State to provide all government personnel a just and equitable compensation in accordance with the principle of equal pay for work of equal value. However, the current salary level of public school teachers and teaching personnel in higher education often fall below the living wage, considering the present economic challenges in the country.

Further, the meager earnings received by our public school teachers may likely be a major disincentive for them to improve their skills in teaching. Pursuing further education and training becomes difficult for our educators due to lack of sufficient financial support. Likewise, our educators decide to pursue their careers outside the country due to more competitive offers abroad.

Based on the Fourth Tranche Monthly Salary Schedule for Civilian Personnel of the National Government, the basic rate of an entry-level public school teacher in basic education is at Salary Grade 11, or equivalent to Twenty-Seven Thousand Pesos (PhP27,000.00), while that of public teaching personnel in higher education is at Salary Grade 12, or equivalent to Twenty-Nine Thousand One Hundred Sixty-Five Pesos (PhP29,165.00).

Hence, this bill recognizes the invaluable role that teachers and teaching staff play in forming the future of our country by giving our children access to high-quality education by raising their salaries to Salary Grade 15 for public school teachers in basic education and Salary Grade 16 for teaching personnel in higher education. When our educators are properly compensated and capable in keeping up with the times, as mandated in Republic Act No. 4670, otherwise known as the "Magna Carta for Public School Teachers", we promote and support effective teaching.

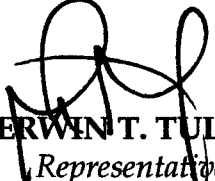
In view of the foregoing, the urgent passing of this bill is earnestly sought.



RALPH WENDEL P. TULFO
Representative
2nd District of Quezon City



JOCELYN P. TULFO
Representative
ACT-CIS Partylist



ERWIN T. TULFO
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ERIC GO YAP
Representative
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Be it enacted by the Senate and the House of Representative of the Philippines, in Congress assembled:

SECTION 1. *Declaration of Policy.* - It is the policy of the State to alleviate the living conditions of government employees and to guarantee employees' right to a living wage.

The State policies of ensuring that education receives the highest budgetary priority and providing teachers adequate remuneration and other means of job satisfaction and fulfillment are hereby reiterated.

In the formulation of decisions with regard education reforms, the State shall likewise hold paramount the protection and promotion of the right of citizens to quality education at all levels and the rights of education workers to humane conditions of work and a living wage.

SEC. 2. *Upgrading the Salary Levels of Public School Teachers in Basic Education.*
- The present minimum salary grade level of public school teachers shall be upgraded from Salary Grade 11 to Salary Grade 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

SEC. 3. *Upgrading the Salary Levels of Public Teaching Personnel in Higher Education.* - The present minimum salary grade level of teaching personnel or instructors in public universities and colleges shall be upgraded from Salary Grade 12 to Salary Grade 16. Salary grade levels of all other teaching personnel occupying higher positions shall be adjusted accordingly.

SEC. 4. *Annual Adjustment of Salaries.* – Salaries of public school teachers in basic education and public teaching personnel in higher education shall be adjusted annually to keep pace with their cost of living. The Department of Budget and Management (DBM), in consultation with public sector unions, shall recommend to Congress the appropriation of the necessary funds.

SEC. 5. *Rules and Regulations.* – The Department of Education, the Commission on Higher Education, and the DBM shall promulgate the necessary rules and regulations of the provisions of this Act.

SEC. 6. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be taken from current appropriations. Thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.

SEC. 7. *Separability Clause.* – If any provision of this Act is held invalid or unconstitutional, the other provisions not affected by such declaration shall remain in full force and effect.

SEC. 8. *Repealing Clause.* – All laws, decrees, executive orders, memorandum orders, memorandum circulars, administrative orders, ordinances or any part thereof, inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 9. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,