

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. 9440

Introduced by Representative Joseph Gilbert F. Violago



EXPLANATORY NOTE

The 1987 Constitution enshrines that the State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development. (Art. II, Sec. 17) Moreover, the State shall protect and promote the right of all citizens to quality education at all levels, and shall take appropriate steps to make such education accessible to all. (Art. XIV, Sec. 1)

In the Philippines, there are about 22 million students enrolled for the Academic Year 2023-2024¹, majority of which are enrolled in 47,000 public schools.² As of 2022, the country has almost 900,000 public school teachers in all levels of basic education³. This results in 1 teacher assigned for every 24 students, a far better scenario compared to the maximum 1-to-40 proportion, the upper limit of a classroom environment which is conducive for learning.⁴

Nonetheless, entry-level public school teachers receive compensation of Salary Grade 11 or Php27,000.00. With the rising prices of basic goods and services, this salary may not be sufficient for most of our fellow Filipinos.

Thus, in order to alleviate the financial situation of our teachers, boost their morale, and encourage more students to take education courses, the State must ensure that there is adequate compensation for our teachers. For this reason, this proposed

¹ Demayo, Mark. "DepEd: 22.8 million students enroll for SY 2023-2024". *ABS-CBN News*. 28 August 2023. <[² Daguno-Bersamina, Kristine. "Over 21 million students enrolled for school year 2023-2024, DepEd reports". *Philstar*. 26 August 2023. <<https://www.philstar.com/headlines/2023/08/26/2291568/over-21-million-students-enrolled-school-year-2023-2024-deped-reports>>](https://news.abs-cbn.com/news/08/28/23/deped-228-million-students-enroll-for-sy-2023-2024#:~:text=Based%20on%20the%20latest%20data,National%20Capital%20Region%20at%202%2C468%2C170.>></p></div><div data-bbox=)

³ N.a. "Our teachers deserve better". *Inquirer.net*. 05 October 2022. <<https://opinion.inquirer.net/157570/our-teachers-deserve-better>>

⁴ *Ibid*.

measure seeks to increase the salary grade level of public school teachers from Salary Grade 11 to 15 (Php36,619.00).

Similar bills had been filed in the previous Congresses, and the present proponent acknowledges the hard work and wisdom of his predecessors.

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

A handwritten signature in black ink, appearing to read 'J. Violago', is positioned above the printed name.

JOSEPH GILBERT F. VIOLAGO

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AN ACT
INCREASING THE MINIMUM SALARY OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 11 TO SALARY GRADE 15

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

SECTION 1. *Increase in the Minimum Salary of Teachers.* – The minimum salary of public school teachers in the elementary and secondary levels shall be increased from Salary Grade 11 to Salary Grade 15; *Provided*, that the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by the teachers and shall not be prejudiced by across the board adjustments.

Within six (6) months from the approval of this Act, the Department of Education (DepEd), in coordination with the Department of Budget and Management (DBM), shall rationalize the positions of teaching personnel to ensure that the minimum entry level is Salary Grade 15. The positions of non-teaching personnel may also be adjusted to the extent of preventing any disparity in rank and security and seniority with that of the teaching personnel.

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 non-educational and non-agricultural budgetary allocations.

SECTION 3. *Budget Requirement.* – The 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 DBM to make necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SECTION 4. *Appropriations.* – 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 5. *Implementing Rules and Regulations.* – The DepEd and the DBM shall promulgate the necessary rules and regulations to implement this Act.

SECTION 6. *Separability Clause.* – If any provision or part of this Act, or the application thereof to any person or circumstance, is held unconstitutional or invalid, the remainder of this Act shall not be affected thereby.

SECTION 7. *Repealing Clause.* – All laws, presidential decrees, executive orders, proclamations, rules and regulations, or any part thereof, which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,