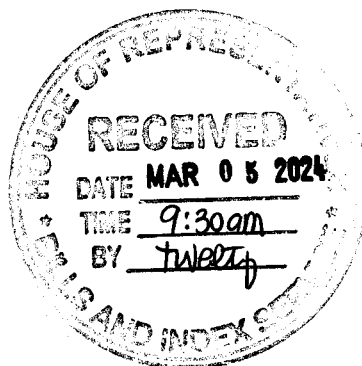




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
Second Regular Session

HOUSE BILL NO. **10026**



Introduced by Representative Crispin Diego “Ping” D. Remulla

AN ACT
UPGRADING THE MINIMUM SALARIES OF PUBLIC SCHOOL TEACHERS
TO SALARY GRADE 15, TEACHING PERSONNEL IN HIGHER EDUCATION
TO SALARY GRADE 16, AND OF NON-TEACHING PERSONNEL TO SIXTEEN
THOUSAND PESOS (Php 16,000.00)

EXPLANATORY NOTE

Teachers are at the forefront of the country’s future. They play a pivotal role in shaping the future of our nation by educating the youth. The Salary Standardization Law, which was amended in 2020 through Republic Act 11466, is not enough to cover the expenses of public school teachers, faculty of state and local universities and colleges, and education sector personnel. They are still struggling to afford a decent living, especially with the country’s susceptibility to inflation.

Through this measure, teachers will be empowered in their dignified careers. In addition, it would also provide them with a better standard of living and would enhance their job satisfaction and motivation to bring forth quality education to students.

This measure would be not only a financial necessity but also a moral imperative to acknowledge and reward the commitment and hard work of our education frontliners in shaping the nation.

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

A handwritten signature in black ink, appearing to read 'CRISPIN D. REMULLA', with a stylized, cursive script.

CRISPIN DIEGO "PING" D. REMULLA



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

1 **SECTION 1. Declaration of Policy.** – It is hereby declared the policy of the State to
2 alleviate the living conditions of government employees and to guarantee employees’ rights to
3 living wage. The State policies of ensuring that education receives the highest budgetary
4 priority and that teaching will attract and retain its rightful share of the best available talents
5 through adequate remuneration and other means of job satisfaction and fulfillment are hereby
6 reiterated. In the formulation of decisions with regard to education reforms, the State shall
7 likewise hold paramount the protection and promotion of the right of citizens to quality
8 education at all levels and the rights of education workers to human conditions of work and a
9 living wage.

10 **SEC. 2. Raising of the Minimum Salaries of Public School Teachers in Basic**
11 **Education.** – The present minimum salary grade level of public school teachers shall be

1 upgraded from Salary Grade 11 to Salary Grade 15. Salary grade levels of those occupying
2 higher positions shall be adjusted accordingly.

3 **SEC. 3. Raising of the Minimum Salaries of Public Teaching Personnel in Higher**
4 **Education.** – The present minimum salary grade level of teaching personnel or instructors in
5 public universities and colleges shall be upgraded from Salary Grade 12 to Salary Grade 16.
6 Salary grade levels of all other teaching personnel occupying higher positions shall be adjusted
7 accordingly.

8 **SEC. 4. Raising of the Minimum Salaries of Regular Employees in Public**
9 **Elementary and High Schools.** – The present salary of a regular entry-level position in
10 government service shall not be less than Sixteen Thousand Pesos (PHP16,000) a month. The
11 salaries of those occupying higher positions shall be adjusted accordingly.

12 **SEC. 5. Annual Adjustment of Salaries.** – Salaries of public school teachers and non-
13 teaching personnel shall be adjusted annually to keep pace with the cost of living. The
14 Department of Budget and Management (DBM), in consultation with public sector unions,
15 shall recommend to Congress the appropriation of the necessary funds.

16 **SEC. 6. Rules and Regulations.** – The Department of Education, the Commission on
17 Higher Education, and the DBM shall promulgate the necessary rules and regulations of the
18 provisions of this Act.

19 **SEC. 7. Appropriations.** – The amount necessary for the initial implementation of this
20 Act shall be taken from the current appropriations. Thereafter, funds needed in subsequent
21 years shall be included in the General Appropriations Act.

22 **SEC. 8. Separability Clause.** – Should any provision herein be declared
23 unconstitutional, the same shall not affect the validity of the other provisions of this Act.

1 **SEC. 9. Repealing Clause.** – All laws, executive orders, presidential decrees, rules and
2 regulation or parts thereof inconsistent with any provisions of this Act are hereby repealed,
3 amended, or modified accordingly.

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

Approved,