

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

NINETEENTH CONGRESS
Second Regular Session



HOUSE BILL NO. 10137

Introduced by Representative **CARLITO S. MARQUEZ**

EXPLANATORY NOTE

This bill proposes to upgrade the minimum salary grade of public-school teachers in basic education to Salary Grade 15, and public teaching personnel in Higher Education to Salary Grade 16.

In accordance with Section 5(5), Article XIV of the 1987 Philippine Constitution, the State is mandated to accord the utmost budgetary priority to education, ensuring that teaching attracts and retains the best talents through adequate compensation and measures for job satisfaction and fulfillment.

Regrettably, the current reality fails to resonate with this constitutional decree concerning our public-school educators. Serving as the cornerstone of the Philippine educational framework, teachers play a vital role in enriching and nurturing the learning experiences of Filipino youth. They equip them with essential skills and values crucial for personal growth and national development. However, this noble profession demands considerable time, expertise, and resources. Filipino educators find themselves grappling with a myriad of responsibilities, from teaching multiple hours daily to addressing students' advisory needs, often feeling overwhelmed by their workload.

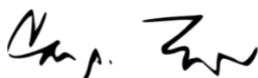
While commendable efforts have been made by the national government to relieve administrative burdens from the shoulders of public school teachers, the meager compensation they receive remains a significant deterrent to delivering quality education and pursuing professional growth. Consequently, many may contemplate seeking career opportunities abroad.

As per the fourth tranche of the Salary Standardization Act of 2019, an entry-level public school teacher in basic education is classified under Salary Grade 11, earning a mere twenty-seven thousand pesos (₱27,000.00), while those in higher education fall under Salary Grade 12, with a salary of twenty-nine thousand, one hundred sixty-five pesos (₱29,165.00). This remuneration is far from sustainable or conducive to a decent standard of living for our educators who dedicate themselves to the development of Filipino youth.

Republic Act No. 4670, also known as the Magna Carta for Public School Teachers, explicitly mandates the national government to promote and enhance the social and economic welfare of our public-school educators, improving their living and working conditions, employment terms, and career advancement prospects.

Recognizing education as a cornerstone of national economic growth and a vital investment, it is imperative to reevaluate and elevate the minimum salary of our teaching personnel and instructors. Their take-home pay should be reflective of the dedication and effort they invest in their profession, thereby reaffirming the value and dignity of the teaching profession in our society.

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


ENGR. CARLITO “Lito” S. MARQUEZ

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

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
2 to alleviate the living conditions of government employees and to guarantee employees'
3 rights to living wage.

4
5 The State policies of ensuring that education receives the highest budgetary
6 priority and that teaching will attract and retain its rightful share of the best available
7 talents through adequate remuneration and other means of job satisfaction and
8 fulfillment are hereby reiterated.

9
10 In the formulation of decisions with regard to education reforms, the State shall
11 likewise hold paramount the protection and promotion of the right of citizens to quality
12 education at all levels and the rights of education workers to human conditions of work
13 and a living wage.

14
15 **SEC 2. Coverage.** -This Act shall cover all teaching personnel in all public schools
16 in the elementary and secondary levels, whether nationally or locally funded, including
17 those in technical and vocational schools and state universities and colleges.

18
19 **SEC 3. Raising the Salary Grade Level of Public School Teachers in Basic**
20 **Education.** - The minimum salary grade of public-school teachers is hereby raised from
21 Salary Grade 11 to Salary Grade 15; *Provided*, that the salary upgrading shall be
22 differentiated in accordance with the qualifications and length of service rendered by the
23 teachers and shall not be prejudiced by across-the-board adjustments.

SEC 4. Raising of the Minimum Salary Grade Level of Public Teaching Personnel in Higher Education. -The minimum salary grade level of teaching personnel or instructors in public universities and colleges is hereby raised from Salary Grade 12 to Salary Grade 16; *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.

SEC 5. Annual Adjustment of Salaries. -Salaries of public-school teachers shall be adjusted annually to keep pace with the 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 6. 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 7. Appropriations. - The amount necessary for the initial implementation of this Act shall be taken from the current appropriations. Thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.

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

SEC 9. Repealing clause. -All laws, executive orders, presidential decrees, rules and regulation or parts thereof inconsistent with any provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC 10. Effectivity. -This Act shall take effect fifteen (15) days after its publication in the official Gazette or in a newspaper of general circulation.

Approved,