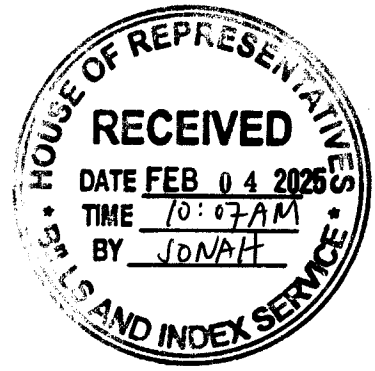


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

NINETEENTH CONGRESS
Third Regular Session

House Bill No. **11404**



Introduced by Representative Marjorie Ann "Maan" A. Teodoro

EXPLANATORY NOTE

This bill seeks to standardize the minimum salary of private school teachers in the entire country to provide them with adequate social services, promote full employment, a rising standard of living, and an improved quality of life.

Our educators have always been one of the key elements to our development. It is through their teachings that we can simplify complex problems, expand our ideas on different concepts and subjects, and make informed decisions. They possess great patience and knowledge to impart their wisdom and ideas that will eventually become our own. These ideas bring forth to what we contribute now to our professionalism, thus, we wouldn't be what we are today if it weren't for them.

Over the years, the State has enacted laws on the salaries of public school teachers such as Republic Act No. 312 or the *Public School Salary Act of 1948*, Republic Act No. 5168 or the *Public School Teachers Salary Standardization Act of 1967*, Republic Act No. 4670 or *The Magna Carta For Public School Teachers*, and Republic Act No. 6362 or *An Act Providing For The Acceleration of the Adjustment of Salaries of Public School Teachers* but none for our private school teachers. The State is aware of its role in private schools in accordance with Section 4(1), Article 14 of the 1987 Constitution by exercising reasonable supervision and regulation over them. However, in recognition of their autonomy, the State left the salaries of teaching and non-teaching personnel of private schools to the discretion of their employers or to their Board of Trustees. This disparity continues to cause clamor amongst our private school teachers due

to inexistent laws that standardize their minimum salary like those in public schools. Presently, they are earning less compared to their public school counterparts. According to the Alliance of Concerned Teachers in Private Schools, more than 3 out of 5 private school teachers only earn less than the prescribed entry-level salary of P27,000 of public school teachers; majority of their respondents are private school teachers from NCR.

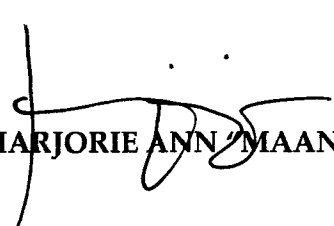
In NCR, the minimum wage is P620 per day but 1 out of 4 private school teachers nationwide earn less than the said minimum wage. Furthermore, what aggravates the situation is that these private school teachers have already been teaching for more than 10 years, and yet they still have to experience any kind of salary increase.

In Marikina City, we are lucky to have sufficient number of public school teachers due to the competitive salary and additional benefits afforded to them by the city and the State but this somewhat encouraged majority of our private school teachers to seek employment in public schools instead, which leaves our private schools in Marikina at a disadvantage.

We always aim to provide better compensation, better living conditions and a better quality of life for our public school teachers when our private school teachers likewise deserve the same. Hopefully, through this act, we will be able to provide all private educational institutions a basis for the salary of their employees to help them reach their potential.

Therefore, this bill seeks to institutionalize equality amongst teachers in the country by standardizing a minimum salary for them based on the minimum wage of their region where they are teaching. In this way, we will give our private school teachers the opportunity to

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



MARJORIE ANN "MAAN" A. TEODORO

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AN ACT
STANDARDIZING THE MINIMUM SALARIES OF PRIVATE SCHOOL TEACHERS

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

SECTION 1. Short Title. – This Act shall be known as the “Private School Teachers' Standardization Act of 2025”

SEC. 2. Declaration of Policy. – It is hereby policy of the State to promote a just and dynamic social order that will ensure the prosperity and independence of the nation and free the people from poverty through policies that provide adequate social services, promote full employment, a rising standard of living, and an improved quality of life for all. Furthermore, the State gives priority to education to foster patriotism and nationalism, accelerate social progress, promote total human liberation and development, and for their professional advancement.

SEC. 3. Minimum Salaries of Private School Teachers. - All teachers in private school, both teaching and non-teaching personnel, shall receive salaries which should not fall below the mandated minimum wage in the region where they are teaching to maintain the minimum standards of living necessary, *provided*, That the salaries of those occupying higher positions should be adjusted accordingly, *provided further*, That the salary upgrade shall differ based on the qualifications of the teachers and the length of service rendered.

SEC. 4. Non-diminution of salary. - No Wage Order issued by the employer or the Board of Trustees of the private educational institutions shall provide for wage rates lower than the minimum wage rates prescribed by both houses of Congress.

SEC. 5. Implementing Rules and Regulations. - Within one hundred eighty days (180) days from the effectivity of this Act, the Department of Education (DepEd), the Commission on Higher Education (CHED), and the Technical Education Skills and Development Authority (TESDA), in collaboration with the Department of Labor and Employment (DOLE) and the Department of Budget and Management (DBM) shall jointly formulate and promulgate the necessary rules and regulations in implementing the provisions of this Act.

SEC. 6. Appropriations. - The amount necessary for the implementation of this Act shall be included in the Annual General Appropriations Act.

SEC. 7. Repealing Clause. - All provisions of existing laws, presidential decrees or issuances, executive orders, letters of instruction, administrative orders, rules and regulations contrary to or inconsistent with the provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 8. Separability Clause. - If any portion of this Act is declared unconstitutional, the same shall not affect the validity and effectivity of the other provisions not affected thereby.

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

Approved,