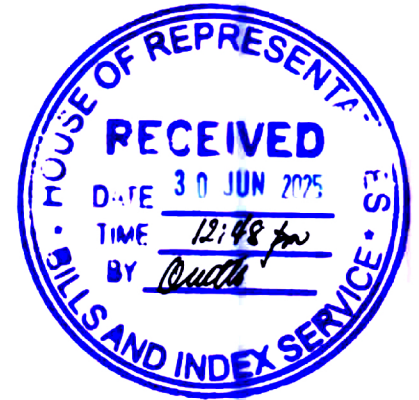




Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 213



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 the backbone of our education system. They shape the minds of our youth and prepare them for the future. But despite their vital role, many of our public school teachers and education personnel are not paid enough to meet their daily needs and support their families. This measure proposes to raise their pay to Salary Grade 15. For teachers in higher education institutions, their minimum pay will be upgraded to Salary Grade 16. Non-teaching staff, who are also essential to the daily operations of our schools, will be guaranteed a minimum monthly salary of ₱16,000.

Better pay for our teachers and school staff means they can focus more on teaching and less on how to make ends meet. It can also help reduce the number of teachers leaving the profession or seeking better opportunities overseas. In addition, non-teaching personnel, such as school clerks, aides, and utility workers, may not be in the classroom, but their work ensures that schools run smoothly. They, too, deserve fair wages and recognition for their contributions to education.

This measure is proposed to address the longstanding issue of low pay for education workers. It is a step toward giving our teachers and school personnel the dignity, support, and respect they deserve, and to ensure that the teaching profession remains a viable and fulfilling career path for future generations.

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

A handwritten signature in black ink, appearing to read 'Ping 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
12 upgraded from Salary Grade 11 to Salary Grade 15. Salary grade levels of those occupying
13 higher positions shall be adjusted accordingly.

14 **SEC. 3. Raising of the Minimum Salaries of Public Teaching Personnel in Higher**
15 **Education.** – The present minimum salary grade level of teaching personnel or instructors in
16 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. Raising of the Minimum Salaries of Regular Employees in Public Elementary and High Schools. – The present salary of a regular entry-level position in government service shall not be less than Sixteen Thousand Pesos (PHP16,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SEC. 5. Annual Adjustment of Salaries. – Salaries of public school teachers and non-teaching personnel 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. Monitoring and Oversight. – A joint Congressional Oversight Committee of both the Senate and the House of Representatives shall be created to oversee the implementation of this Act.

SEC. 7. 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. 8. 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. 9. Separability Clause. – Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SEC. 10. 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. 11. Effectivity. – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,