

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City

TWENTIETH CONGRESS  
First Regular Session



HOUSE BILL NO. 264

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Introduced by: **REP. RACHEL MARGUERITE "CUTIE" DEL MAR**

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**EXPLANATORY NOTE**

The Constitution provides that: "the State recognizes the complementary roles of public and private institutions in the educational system and shall exercise reasonable supervision and regulation of education institutions." (Article XIV, Section 4[1])

To this end, "the Sate shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through the adequate remuneration and other means of job satisfaction and fulfillment," (Article XIV, Section 5[5]).

Public school teachers are among underpaid workers in our society. Despite the fact that they are heralded as molders of our children's future, public school teachers receive only less than ten thousand a month each for their basic salary. The teachers are considered to be the prime mover of the education system; hence, the government needs to give priority to their interest and welfare.

Thus, to give meaning to the spirit and intent of the above-mentioned constitutional provisions, there has been a compelling need to upgrade the salary grade of our public school teachers.

Approval of this measure is earnestly requested.

  
**RACHEL MARGUERITE "CUTIE" DEL MAR**

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**AN ACT**  
**INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS**  
**FROM SALARY GRADE 11 TO 14 AND PROVIDING FUNDS THEREOF**

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

**SECTION 1. Increase in the Minimum Salary Grade Level.** – The present minimum salary grade level of public school teachers in the elementary and secondary schools shall be upgraded from Grade 11 to Grade 20; *Provided, however,* That the salary upgrading shall be differentiated in accordance with the qualifications and length of service rendered by teachers and shall not be prejudiced by across the board adjustments.

**SEC. 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 other non-educational and non-agricultural budgetary allocations.

**SEC. 3. *Budget Required.*** – The Department of Education (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 Department of Budget and Management (DBM) make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

**SEC. 4. *Inclusion in Appropriations Act.*** – 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.

**SEC. 5. *Rules and Regulations.*** – The Department of Education (DepEd) and the Department of Budget and Management (DBM) shall promulgate the necessary rules and regulations to implement the provisions of this Act.

**SEC. 6. *Repealing Clause.*** – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

**SEC. 7. *Separability Clause.*** – If any part or provisions of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

**SEC. 8. *Effectivity.*** – This Act shall take effect fifteen (15) days following its publication in one (1) national newspaper of general circulation.

Approved,