

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 471



Introduced by **Representative Jaime R. Fresnedi**

EXPLANATORY NOTE

This bill seeks to improve the social and economic status of teachers by increasing their compensation without unduly stressing the salary grades for government employees under the salary standardization law.

Around half of public school teachers in basic education has the rank of Teacher I. As of 2025, a teacher at this rank is entitled to a monthly salary of ₱30,024. Including the Personal Economic Relief Allowance, this gives him or her a net salary of ₱27,540.55. This take home pay is barely above the ₱1,225 per day or ₱26,638 per month computed in February 2025 by the Ibon Foundation as a livable salary for a household with five members.

Given the critical role of teachers in producing productive members of society, it is not enough that they are given a wage that is barely livable. Their role requires that the State attract the best possible talent to the profession for the good of the whole country. The current situation stands in stark contrast to the prestige the profession once enjoyed. From the American period until after independence, teachers were once among the best-paid civil servants. With the dismal performance of the public school system in various international studies, and the well-documented link between teacher salaries and student outcomes, it is imperative that teacher compensation be improved.

At the same time, increasing teacher salaries must be considered alongside complications with the salary grade system in place. Therefore, this Representation seeks to include an across-the-board allowance instead of adjusting teacher salary grades.

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


JAIME R. FRESNEDI
Representative
Lone District, Muntinlupa City

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AN ACT
PROVIDING FOR TEN THOUSAND PESOS (P10,000) ACROSS THE BOARD
ADDITIONAL INCOME FOR TEACHERS IN THE PUBLIC BASIC EDUCATION
SYSTEM AND APPROPRIATING FUNDS THEREFOR

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

SECTION 1. *Short Title.* – This Act shall be referred to as the "*Basic Education Teachers' Allowance Act*".

SEC. 2. *Declaration of Policy.* – It is the policy of the State to promote and improve the economic and social status of teachers to reintroduce the dignity once enjoyed by the profession and in recognition of their essential role in nation-building. Towards this end, the State shall provide adequate remuneration of teachers in the public education system without changing the principles upon which the system of salary standardization is based on.

SEC. 3. *Basic Education Teaching Allowance.* – All teachers in public basic education facilities, regardless of their length of service, rank, and employment status shall be provided with a Basic Education Teaching Allowance (BETA) of ten thousand pesos (P10,000) per month in addition to their basic monthly salary and other benefits and emoluments provided by law.

SEC. 4. *Coverage.* – All teachers who have passed the Licensure Exam for Teachers (LET) and are employed in both teaching and administrative posts in basic education institutions in the public school system shall be eligible for the allowance, including those hired on a temporary or contractual basis: *Provided*, That the BETA shall be subject to prevailing laws, rules, and regulations concerning taxation: *Provided, further*, That BETA shall not be included in the computation of contributions and pensions as provided for under relevant laws: *Provided, furthermore*, That the allowance shall apply only to 12 months per year: *Provided, finally*, That teachers employed by local government units (LGUs) in basic education institutions may have their BETA pro-rated according to the income classification of the LGU as provided for in relevant laws.

SEC. 5. *Schedule of Implementation.* – The BETA shall be implemented starting January 1 of the year after the enactment of this Act, and every January 1 thereafter, and given in three tranches under the following schedule:

Year 1 - ₱5,000.00

Year 2 - ₱3,000.00

Year 3 - ₱2,000.00

SEC. 6. *Review and Adjustment of BETA.* – The BETA shall be reviewed by the DepEd, with inputs from relevant government agencies, and adjusted alongside the implementation of a new Salary Standardization Act to account for the purchasing power of the peso.

SEC. 7. *Implementing Rules and Regulations.* – The Department of Budget and Management, in consultation with the DepEd, shall promulgate the rules and regulations for the proper implementation of this Act within thirty (30) days from the effectivity of this Act.

SEC. 8. *Appropriations.* – The amount necessary for the initial implementation of this Act shall be included in the annual General Appropriations Act.

SEC. 9. *Separability Clause.* – If any provision of this Act shall be deemed unconstitutional or invalid, the other provisions not affected there shall remain in force and effect.

SEC. 10. *Repealing Clause.* – All Acts, Presidential Decrees, Executive Orders and Administrative Orders, Rules and Regulations and other such issuances or parts thereof which are inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 11. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,