

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

Twentieth Congress
First Regular Session



House Bill No. 1265

Introduced by Honorable Roy M. Loyola

EXPLANATORY NOTE

Public school teachers play an indispensable role in shaping the nation's future and ensuring quality education for all Filipinos. The 1987 Philippine Constitution underscores this in Article XIV, Section 5(5), which mandates that the State 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 adequate remuneration and other means of job satisfaction and fulfillment.

Further, Section 15 of the Magna Carta for Public School Teachers (RA 4670) guarantees that public school teachers' salaries shall (1) compare favorably with those in other occupations requiring equivalent or similar qualifications and (2) be sufficient to ensure a reasonable standard of life for themselves and their families.

Currently, the entry-level salary for public school teachers remains at Salary Grade 11 or ₱20,754.00 per month. After tax and deductions, a teacher supporting a family of four is left with roughly ₱19,000.00—an amount significantly below the ₱25,252.00 family living wage estimated in the National Capital Region as of 2022. This wage gap has resulted in demoralization, forcing many Filipino educators to seek better-paying jobs abroad, often unrelated to their profession.

This bill proposes to upgrade the minimum salary grade of public school teachers from Salary Grade 11 to Salary Grade 15, as a necessary step toward recognizing the value of their work, attracting highly qualified individuals to the profession, and retaining the country's best teachers in public service. It is a long-overdue measure that affirms our teachers' dignity and helps secure a brighter future for the nation.

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


ATTY. ROY M. LOYOLA
Representative
Fifth District, Cavite

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AN ACT
INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM
SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING FUNDS
THEREFOR

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as “The Public School
2 Teachers' Salary Upgrading Act.”

3 **SEC. 2. *Declaration of Policy.*** – It is the policy of the State to ensure that
4 education receives the highest priority in governance, and that teaching will attract
5 and retain its rightful share of the best available talent through adequate remuneration
6 and other means of job satisfaction and fulfillment.

7 **SEC. 3. *Increase in the Minimum Salary Grade Level.*** – The salary grade
8 level of public school teachers in the elementary and secondary schools shall be
9 upgraded from Salary Grade 11 to Salary Grade 15: Provided, however, That the
10 salary upgrading shall be differentiated in accordance with the qualification and length
11 of service rendered by teachers and shall not be prejudiced by across-the-board
12 adjustments.

13 **SEC. 4. *Coverage.*** – This Act shall cover all public school teachers in the
14 elementary and secondary level, whether nationally or locally funded, including those
15 in technical and vocational schools and state universities and colleges.

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SEC. 5. *Priority Budget Allocation.* – The 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 non-educational and non-agricultural budgetary allocations.

SEC. 6. *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 the corresponding teacher plantilla positions for a period of at least five (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SEC. 7. *Appropriation.* – The source of initial funding required for the implementation of this Act shall be determined by the Department of Budget and Management (DBM), and subsequent funds shall be included in the General Appropriations Act for the year following the implementation of this Act.

SEC. 8. *Implementing Rules and Regulations.* – Within sixty (60) days from the effectivity of this Act, the Department of Education (DepEd), in coordination with the Department of Budget and Management (DBM), shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 9. *Monitoring and Evaluation.* – The DepEd shall establish a mechanism to monitor and evaluate the implementation of this Act, including its effects on teacher retention, performance, and educational outcomes, and shall submit an annual report to Congress.

SEC. 10. *Non-Diminution of Benefits.* – Nothing in this Act shall be construed to diminish or reduce any existing benefits and privileges granted to public school teachers under existing laws, decrees, executive orders, or any contract or agreement.

SEC. 11. *Separability Clause.* – If any provision of this Act is declared unconstitutional or invalid, the remaining provisions not affected thereby shall remain in full force and effect.

46 **SEC. 12. *Penal Clause.*** – Any official or employee who knowingly delays or
47 refuses the implementation of the salary upgrading provided under this Act without
48 justifiable cause shall be subject to appropriate administrative, civil, and/or criminal
49 sanctions under existing laws.

50 **SEC. 13. *Repealing Clause.*** – All decrees, executive orders, and other
51 administrative issuances or parts thereof, which are inconsistent with the provisions of
52 this Act, are hereby repealed or modified accordingly.

53 **SEC. 14. *Effectivity Clause.*** – This Act shall take effect fifteen (15) days after
54 its publication in the Official Gazette or in a newspaper of general circulation.

Approved,