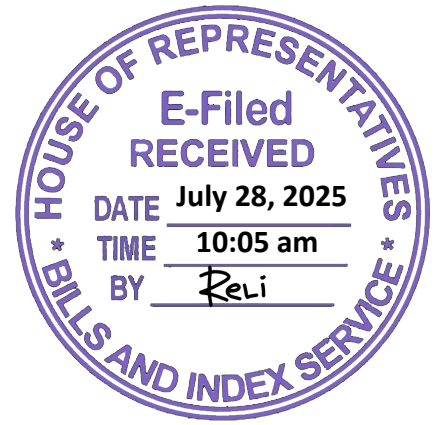




Republic of the Philippines
House of Representatives
Quezon City, Metro Manila

Twentieth Congress
First Regular Session

HOUSE BILL NO. **2392**



Introduced by Representative Lordan G. Suan

AN ACT
UPGRADING THE SALARY LEVELS OF PUBLIC SCHOOL
TEACHERS IN BASIC EDUCATION TO SALARY GRADE 15 AND
TEACHING PERSONNEL IN HIGHER EDUCATION TO SALARY
GRADE 17, AND INCREASING THE MINIMUM SALARY OF PUBLIC
NON-TEACHING PERSONNEL TO SEVENTEEN THOUSAND PESOS
(17,000.00)

EXPLANATORY NOTE

The paramount importance of education for socio-economic development has long been established and indisputably proven, over the years. It is precisely for this reason that our Constitution specifically mandates that it shall be given precedence over all other programs with corresponding prioritized budgetary allocation.

Education in the Philippines heavily relies on the public education system which absorbs 80% of the student population. Its success and failure depend on our fidelity to the mandate of the Constitution and our hawk-eyed attention to the many factors affecting this sector.

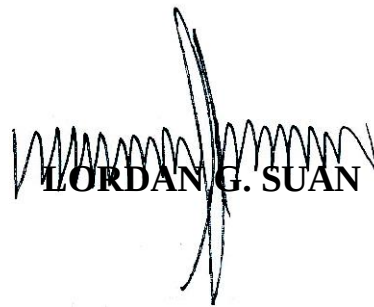
One of the problems besetting our public education system is the remuneration of our educators. The passage of the Salary Standardization Law of 2019 gave a sigh of relief for our teachers who have been struggling to make ends meet. However, the salary level of those on entry-level position remains inadequate to address the problem of having a decent and just living wage. It must be emphasized that the salary increase we give to our teachers and to the labor

sector, in general, had become ineffective due to inflation.

Our teachers deserve to be justly remunerated. Their teaching tasks go beyond articulating lessons and delivering lectures. They are required to render administrative work after teaching hours. We rely on them during elections. We burden them for government advocacies and other extra-curricular activities. We mandate them to attend seminars and trainings when students are on vacation. Some of them even have to travel long distances to reach far-flung schools. We ask them to make necessary adjustments when school facilities and supplies are inadequate. On one hand, we highly expect them to give us quality education.

We must invest in the future our children. We must invest in the future of our country. This is the kind of investment we cannot afford to forego. This is the investment with high-yield result.

In view of the foregoing, the immediate approval of this bill is fervently sought.



LORDAN G. SUAN

1 school teachers shall be upgraded from Salary Grade 11 to Salary Grade 15.
2 Salary levels of those occupying higher positions shall be adjusted,
3 accordingly.

4 **SEC. 3.** Upgrading the Salary Levels of Public Teaching Personnel in
5 Higher Education. The current minimum salary level of public teaching
6 personnel in higher education shall be upgraded from Salary Grade 12 to Salary
7 Grade 17. Salary levels of those occupying higher positions shall be adjusted,
8 accordingly.

9 **SEC. 4.** Increasing the Minimum Salary of Regular Non-teaching
10 Personnel in Public Basic and Higher Education. The salary of regular, entry
11 level non-teaching personnel in basic and higher education shall not be less
12 than Seventeen Thousand Pesos (17,000.00). The salaries of those occupying
13 higher positions shall be adjusted, accordingly.

14 **SEC. 5.** Annual Adjustment of Salaries – The salaries of public-school
15 teachers and non-teaching personnel shall be adjusted, annually, to keep pace
16 with the cost of living. The Department of Budget and Management (DBM), in
17 consultation with the Department of Education (DepEd), the Commission on
18 Higher Education (CHED), and the public sector unions shall recommend to
19 Congress the appropriation of the necessary funds.

20 **SEC. 6.** Appropriations – The amount necessary for the implementation
21 of this Act shall be taken from the current appropriation. Thereafter, the amount

1 necessary for the continued implementation of this Act shall be included in the
2 Annual General Appropriations Act.

3 **SEC. 7.** Rules and Regulations – The Department of Budget and
4 Management, Department of Education and Commission on Higher Education
5 shall formulate the necessary rules and regulations for the effective
6 implementation of this Act, within thirty (30) days from the date of its
7 effectivity.

8 **SEC. 8.** Separability Clause – If any provision of this Act is declared
9 invalid or unconstitutional, the provisions not hereby affected shall remain in
10 full force and effect.

11 **SEC. 9.** Repealing Clause – All laws, decrees, orders, rules and
12 regulations or parts thereof, inconsistent with or contrary to the provisions of
13 this Act are repealed, amended or modified, accordingly.

14 **SEC. 10.** Effectivity – This Act shall take effect fifteen (15) days from
15 the date of its publication in the Official Gazette or in two (2) newspapers of
16 general circulation.

17
18 Approved,