



House Bill No. **2407**

Introduced by Representative ROMMEL RICO T. ANGARA

AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM
SALARY GRADE 11 TO 19

EXPLANATORY NOTE

One recurring concern raised to the government is the condition of our public school teachers. Their dedication and invaluable contribution to society are undeniable, yet they remain among the most underpaid professionals. While they receive a basic salary, no monetary value can truly reflect the impact they make. Therefore, this representation firmly believes that our public school teachers deserve the recognition and support they have long earned. It is essential that the government places their welfare and interests at the forefront of its priorities.

Government compensation for teachers remains significantly lower than what is offered in the private sector. This persistent pay disparity discourages many of the most talented and promising graduates from top universities from pursuing careers in public education. As a result, our public school system is often deprived of the high-level expertise, innovation, and enthusiasm that these individuals could bring to the classroom.

This challenge goes beyond employment issues—it's a matter of national development. Public school teachers are on the frontlines of shaping future generations, especially among students from marginalized and low-income communities who rely heavily on public education as a pathway out of poverty. Without access to skilled and motivated educators, these students are at a disadvantage, further widening the socio-economic gap.

Moreover, underinvestment in teacher quality affects not just individual student outcomes, but also the country's broader educational performance, workforce readiness, and global competitiveness. Countries that prioritize teacher compensation and professional development consistently perform better in international assessments and are better positioned to drive innovation and economic growth.

Therefore, it is imperative that the government not only improves teacher salaries but also invests in long-term strategies to attract, retain, and continuously develop high-

calibre educators. Elevating the teaching profession to a level that reflects its importance is a crucial step toward building a more equitable and effective education system.

In this regard, this bill seeks to raise the minimum salary grade level of teachers from the current Salary Grade 11 to 19. With this increase in salaries, more qualified and competent educators will be attracted to teach in public schools.

For the abovementioned reasons, approval of this bill is earnestly urged.


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Be it enacted by the Senate and 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 19: *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 salary 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. Appropriations. – 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) to make the necessary budgetary adjustments to facilitate the smooth implementation of this 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. 4. Implementing Rules and Regulations. – The DepEd and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this Act.

Sec. 5. Repealing Clause. – All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

1 **Sec. 6. *Separability Clause.*** – If any part or provision of this Act shall be held
2 unconstitutional or invalid, other provisions hereof which are not affected thereby shall
3 continue to be in full force and effect.

4 **Sec. 7. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
5 publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,