



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



Twentieth Congress

First Regular Session

House Bill No. 2779

Introduced by

HON. REPRESENTATIVE LAARNI LAVIN ROQUE
4TH DISTRICT, BUKIDNON

EXPLANATORY NOTE

Article XIV, Section 5, sub-paragraph 5 of the 1987 Constitution mandates that 'the State shall assign the highest budgetary allocation 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 fulfilment.' This is in respect and recognition of the noble task teachers perform in the molding of our young's minds in their role as future leaders of our society.

Pursuant thereto, Republic Act No. 4670, otherwise known as 'the Magna Carta for Public School Teachers', provides the following criteria for the salaries of public school teachers :

- 1) They shall compare favorably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities; and,
- 2) They shall be as such to insure teachers' a reasonable standard of life for themselves and their families.

However, current salary levels of public school teachers and instructors hardly compare with other occupations both in the government and in the

private sector. Under Executive Order No. 64 issued by President Ferdinand Marcos, Jr. on August 2, 2024, the entry-level position of Teacher I carries a monthly compensation of P 28,512.00 (Salary Grade Level 11, Step 1). On the other hand, a Philippine Military Academy cadet (PMA) gets a monthly salary and allowances of P 48,000.00, while a call center agent, which requires neither a formal education or college degree receives an average salary of P 30,167.00 a month.

Meanwhile, State Universities and Colleges (SUCs), including those funded by local government units, set their own salary grades, meaning they can decide to pay the Instructor I position at a higher or lower salary grade. But there's a common or standard list of salary grades used by most State Educational Institutions as of 2025 in which Instructor 1 is assigned Salary Grade Level 12 with a monthly compensation of P 32,245.00.

Such salary levels of public school teachers and instructors do not suffice to insure them a reasonable standard of life for themselves and their families given the spiraling costs of basic commodities and services. As a result, they resort to borrowings and fall prey to loan sharks. Others have opted to work abroad as nannies, care givers or domestic workers, exposing themselves to risks associated with overseas employment such as illegal recruitment and employer abuses.

This measure aims to upgrade the minimum salary grade level of public school teachers in the elementary and secondary schools, including those funded by local government units, from Salary Grade 11 to Salary Grade 15, and from Salary Grade 12 to Salary Grade 16 for state colleges and universities as well as vocational and technical education institutions, whether locally funded or by the National Government, as an incentive for them to excel in their chosen profession and to discourage them from going abroad. Salary Grade 15, Step 1 carries a monthly compensation of P 38,413.00 under EO No. 64, while Salary Grade 16, Step 1 has a monthly compensation of P 43,560.00.

Teachers are part and parcel of the educational system we aim to improve. But low-paid and low-morale teachers simply cannot be expected to perform their job at their best while worrying for their very survival. They must be properly and sufficiently compensated.

For the foregoing reasons, the immediate passage of the bill is earnestly urged.



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4TH DISTRICT, BUKIDNON



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AN ACT
INCREASING THE ENTRY LEVEL SALARY GRADE OF PUBLIC SCHOOL
TEACHERS IN BASIC EDUCATION FROM SALARY GRADE 11 TO
SALARY GRADE 15 AND TEACHING PERSONNEL IN PUBLIC HIGHER
EDUCATION INSTITUTIONS INCLUDING TECHNICAL AND
VOCATIONAL SCHOOLS FROM SALARY GRADE 12 TO SALARY GRADE
16 AND PROVIDING FUNDS THEREFOR

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

Section 1. Short Title – This Act shall be known as the “Public School Teachers’ Salary Upgrading Act”.

Section 2. Declaration of Policy – It is the policy of the State to ensure that education receives the highest priority in governance and budgetary support and 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, thereby guaranteeing the right of public school

teachers to a living wage and the right of citizens to quality education at all levels.

Section 3. Coverage – This Act shall cover public school teachers and instructors in all levels, whether nationally or locally funded, including those in public technical and vocational schools.

Section 4. Upgrading of the Salary Levels of Public School Teachers in Basic Education -The entry level salary grade (SG) of public school teachers in the elementary and secondary levels shall be upgraded from Salary Grade 11 to Salary Grade 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

Section 5. Upgrading of the Salary Levels of Teaching Personnel in Public Higher Education Institutions, Public Vocational and Technical Schools – The minimum salary grade level of teaching personnel or instructors in public universities and colleges, including public vocational and technical schools, shall be upgraded from Salary Grade 12 to Salary Grade 16. Salary grade levels of teaching personnel occupying higher positions shall be adjusted accordingly.

Section 6. Implementing Rules and Regulations – Within one hundred twenty (120) days from the effectivity of this Act, the Department of Education, the Commission on Higher Education and the Department of Budget and Management, in consultation with relevant stakeholders, shall promulgate the rules and regulations necessary for the implementation of this Act.

Section 7. Appropriations – 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.

Section 8. *Separability Clause.* - If any portion or provision of this Act is declared invalid or unconstitutional, the other provisions hereof shall remain in full force and effect.

Section 9. *Repealing Clause.* - All laws, decrees, executive orders, rules and regulations, which are inconsistent with this Act are hereby repealed or amended or accordingly.

Section 10. *Effectivity.* - This Act shall take effect fifteen days (15) after its publication in the Official Gazette or in a national newspaper of general circulation.

Approved.