

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2822



Introduced by: Hon. Iris Marie D. Montes

AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY GRADE 11 TO 18

EXPLANATORY NOTE

Article XIV, Section 5 (5) of the 1987 Constitution expressly provides 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" (emphases supplied).

The plight of our teachers, however, betrays the best intention of the Constitution. The salaries of our public-school teachers remain meager notwithstanding increases in their salaries in the past and considering their roles in and contributions to education services delivery as a public and common good.

According to the Department of Education, "From PhP 9,466 under Salary Grade (SG) 10 in 2000, the basic monthly salary of a Teacher I under SG 11 following the final tranche of the Salary Standardization Law (SSL) in 2019 is PhP 20,754, constituting a 119.25% increase.

Pursuant to Executive Order (EO) No. 219, s. 2000, a Teacher I was classified under SG 10, while a Master Teacher II—the highest teaching position then—was classified under SG 17 with a basic monthly salary of P14,232 which increased to P45,269 in 2019 under SG 19.

The monthly salary of Teacher I was then raised to P9,939 in 2001 following EO No. 22, and to P10,933 after six years under EO No. 611, s. 2007. It was increased to P12,026 a year after pursuant to EO No. 719.

It was in 2009 when the SG assignment of a Teacher I was raised to 11 with a basic monthly salary of P14,198, which was increased to P18,549 in 2012 under EO No. 811.

Finally, EO No. 201 raised their basic monthly salary to P20,754" in 2019.¹

¹ Public school teachers receive expanded compensation from 2000 to 2019
(<https://www.deped.gov.ph/2019/06/09/public-school-teachers-receive-expanded-compensation-from-2000-to->

Under the Salary Standardization Law of 2019, public school teachers, despite the fact that they are looked upon and heralded as molders of the youth, received a little over PhP 6,000 increase, spread across four years, or about PhP 1,500 increase annually.² This is insufficient to adapt to the current cost of living and to cope with continually rising prices of basic commodities and services.

If education is a key to the country's global competitiveness, we should raise the quality of education by increasing our teachers' salary to a decent level befitting their responsibility as shapers of the young Filipinos' future.

In doing so, we would be able to attract and retain its rightful share of the best available talents through adequate remuneration as envisioned by the Constitution.

In view thereof, immediate approval of this bill is earnestly sought


IRIS MARIE D. MONTES
Kababaihan Kabalikatan para sa Kapakanan
at Kaunlaran ng Bayan (4K) Party-list

2019/#:~:text=From%20P9%2C466%20under%20Salary,219%2C%20s.) Accessed on 02 July 2025

² Bill seeks P50,000 entry-level salary for public school teachers, Llanesca T. Panti, GMA Integrated News, February 13, 2024
(<https://www.gmanetwork.com/news/topstories/nation/897356/bill-seeks-p50-000-entry-level-salary-for-public-school-teachers/story/>)

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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 known as the "Dagdag Sweldo Para sa mga Pamublikong Guro Act".

SEC. 2. *Declaration of Policy.* - It is the policy of the State to promote and improve the economic status and well-being of teachers. Towards this end, the State shall provide the highest budgetary priority to education and to provide adequate remuneration of teachers in the public education system.

SEC. 3. *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 18: *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. 4. *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 shall take priority over other non-educational and non-agricultural budgetary allocations.

SEC. 5. *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. 6. *Implementing Rules and Regulations.* - The DepEd and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this Act.

Sec. 7. *Repealing Clause.* - All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 8. *Separability Clause.* - If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SEC. 9. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,