

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 2903



Introduced by Representative LEILA M. DE LIMA

AN ACT
PROVIDING FOR FIFTEEN THOUSAND PESOS (P 15,000.00) ACROSS THE
BOARD INCREASE IN THE BASIC MONTHLY SALARY OF TEACHERS AND
EMPLOYEES IN THE PUBLIC BASIC EDUCATION AND APPROPRIATING
FUNDS THEREFOR

EXPLANATORY NOTE

Following the 2019 Salary Standardization Law, public school teachers received roughly PhP 6,000.00 in salary increases that were spread across four (4) years. This amount is sadly insufficient to cope with the escalating costs of living and the ever increasing prices of basic commodities and services. Despite the supposed salary hike, our public school teachers remain among the lowest paid in government service, and, sadly, among the lowest paid teachers in the whole of Southeast Asia.¹

Largely because of inadequate remuneration, some of our public school teachers have gone overseas seeking for better income-earning employment, taken part-time jobs in private schools, or engaged in home-based tutorial services.

A number of teachers' unions and associations have relentlessly lobbied over the years for the government to prioritize the provision of decent compensation and substantial salary increases for our teachers and the non-teaching personnel alike.

Article XIV, Sec. 5 (5) of the 1987 Constitution commands that the State shall "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."

¹ Teachers' Dignity Coalition. (6 July 2025). TDC Backs Bills for Teachers' Pay Hike. Retrieved from <https://facebook.com/teachers.dignity>.

In light of these, this bill proposes to provide an additional across-the-board increase of PhP15,000.00 to the basic monthly salary of teaching and non-teaching personnel in public basic education. This bill adopts en toto Senate Bill No. 2743 filed by Senator Risa Hontiveros in the 20th Congress.

Early approval of this measure is earnestly requested.


LEILA M. DE LIMA

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **2903**

Introduced by Representative LEILA M. DE LIMA

AN ACT
PROVIDING FOR FIFTEEN THOUSAND PESOS (P 15,000.00) ACROSS THE
BOARD INCREASE IN THE BASIC MONTHLY SALARY OF TEACHERS AND
EMPLOYEES IN THE PUBLIC BASIC EDUCATION AND APPROPRIATING
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 “Dagdag Sahod for
2 Public Basic Education Teachers and Employees Act.”

3
4 SEC. 2. *Declaration of Policy.* – It is the policy of the State to promote and
5 improve the economic status and well-being of teachers and employees in the
6 education sector. Towards this end, the State shall provide the highest budgetary
7 priority to education and provide adequate remuneration of teachers and employees
8 in the public education system.

9
10 SEC. 3. *Coverage.* – This Act shall cover all public school teachers and
11 employees directly engaged in the delivery of basic education services in line with the
12 curriculum and learning modalities recognized by the Department of Education.

13
14 SEC. 4. *Increase in Basic Monthly Salary.* – All teachers and employees in
15 public basic education, regardless of their length of service and employment status
16 are entitled to an across-the-board increase of Fifteen Thousand Pesos (P 15,000.00)
17 to their basic monthly salary.

18
19 Provided, that this increase is to be implemented in addition to the existing
20 Salary Standardization Law and shall not be construed as an exemption from
21 succeeding salary increases for government employees.

SEC. 5. *Salary Increases Schedule.* – The salary increases shall be given in three tranches under the following schedule:

Year 1 – 6,000.00

Year 2 – 5,000.00

Year 3 – 4,000.00

Provided, that the salary schedule shall be implemented starting January 1 of the year after the enactment of this Act, and every January 1 of the year thereafter.

SEC. 6. Appropriations. – The amount necessary to implement the provisions of this Act shall be provided in the General Appropriations Act.

SEC. 7. *Implementing Rules and Regulations.* – The Department of Budget and Management (DBM), in consultation with the Department of Education (DepEd) and teachers' unions and organizations, shall promulgate within sixty (60) days after the effectivity of this Act the necessary rules and regulations for its effective and immediate implementation.

SEC. 8. *Repealing Clause.* – All laws, executive orders, presidential decrees, presidential proclamations, letters of instruction, rules and regulations or parts thereof inconsistent with the provisions of this Act are hereby repealed, modified, or amended accordingly.

SEC. 9. *Effectivity.* – This Act shall take effect fifteen (15) days following its publication in the Official Gazette or in two (2) newspapers of general circulation in the Philippines.

Approved,