

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 3447



Introduced by **HONORABLE RAMON JOLO B. REVILLA III,**
HONORABLE LANI MERCADO-REVILLA, and
HONORABLE BRYAN B. REVILLA

EXPLANATORY NOTE

Teachers are among the most dedicated public servants in the country. They shape future generations and play a critical role in national-building, yet they continue to receive salaries that do not reflect their true value and contribution.

Despite recent adjustments in the government salary schedule, many educators still struggle to keep up with the rising cost of living. As prices of essential goods such as food, housing, and transportation continue to climb, teachers often find themselves stretched thin. Many take on additional work or loans just to support their families, affecting not only their well-being but also the quality of education they provide.

At present, public school teachers start at Salary Grade 11, which is far from sufficient to ensure a decent and dignified life. Upgrading their salaries to Salary Grade 15, and increasing those of higher education faculty to Salary Grade 16, will help narrow this gap. Furthermore, providing non-teaching personnel with a minimum salary of ₱16,000 per month recognizes their crucial support role in schools.

This bill also proposes annual salary adjustments to keep pace with inflation and economic changes. By doing so, educators are assured that their earnings will not be left behind by rising costs.

Investing in teachers and education workers is not merely an act of fairness – it is a strategic investment in our nation’s future. When educators are adequately compensated, they are better motivated, more focused, and more capable of nurturing students to their fullest potential.

Recognizing their sacrifices and the vital work they do, this measure aims to uplift the status of education professionals and affirm their rightful place as pillars of society.

In light of the foregoing, the immediate passage of this bill is earnestly sought.



RAMON JOLO B. REVILLA III



IANI MERCADO-REVILLA



BRYAN B. REVILLA

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AN ACT
UPGRADING THE MINIMUM SALARIES OF PUBLIC SCHOOL
TEACHERS TO SALARY GRADE 15, TEACHING PERSONNEL IN
HIGHER EDUCATION TO SALARY GRADE 16, AND OF NON-
TEACHING PERSONNEL TO SIXTEEN THOUSAND PESOS (PHP
16,000.00)

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

1 **SECTION 1. *Declaration of Policy.*** – It is hereby declared the policy of
2 the State to alleviate the living conditions of government employees and to
3 guarantee employees' rights to living wage. The State policies of ensuring that
4 education receives the highest budgetary priority and that teaching will attract
5 and retain its rightful share of the best available talents through adequate
6 remuneration and other means of job satisfaction and fulfillment are hereby
7 reiterated. In the formulation of decisions with regard to education reforms, the
8 State shall likewise hold paramount the protection and promotion of the right of
9 citizens to quality education at all levels and the rights of education workers to
10 human conditions of work and a living wage.

1 **SEC. 2. *Raising of the Minimum Salaries of Public School Teachers in***
2 ***Basic Education.*** – The present minimum salary grade level of public school
3 teachers shall be upgraded from Salary Grade 11 to Salary Grade 15. Salary grade
4 levels of those occupying higher positions shall be adjusted accordingly.

5 **SEC. 3. *Raising of the Minimum Salaries of Public Teaching Personnel***
6 ***in Higher Education.*** — The present minimum salary grade level of teaching
7 personnel or instructors in public universities and colleges shall be upgraded from
8 Salary Grade 12 to Salary Grade 16. Salary grade levels of all other teaching
9 personnel occupying higher positions shall be adjusted accordingly.

10 **SEC. 4. *Raising of the Minimum Salaries of Regular Employees in***
11 ***Public Elementary and High Schools.*** – The present salary of a regular entry-
12 level position in public elementary and high schools shall not be less than Sixteen
13 Thousand Pesos (PHP16,000) a month. The salaries of those occupying higher
14 positions shall be adjusted accordingly.

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

20 **SEC. 6. *Implementing Rules and Regulations.*** – The Department of
21 Education, the Commission on Higher Education, and the DBM shall promulgate
22 the necessary rules and regulations of the provisions of this Act.

23 **SEC. 7. *Appropriations.*** – The amount necessary for the initial
24 implementation of this Act shall be taken from the current appropriations.
25 Thereafter, funds needed in subsequent years shall be included in the General
26 Appropriations Act.

1 **SEC. 8. *Separability Clause.*** – Should any provision herein be declared
2 unconstitutional, the same shall not affect the validity of the other provisions of
3 this Act.

4 **SEC. 9. *Repealing Clause.*** – All laws, executive orders, presidential
5 decrees, rules and regulation or parts thereof inconsistent with any provisions of
6 this Act are hereby repealed, amended, or modified accordingly.

7 **SEC. 10. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
8 publication in the Official Gazette or in a newspaper of general circulation.

Approved,