

TWENTIETH CONGRESS OF THE  
REPUBLIC OF THE PHILIPPINES  
First Regular Session



HOUSE OF REPRESENTATIVES  
HOUSE BILL NO. 3580

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Introduced by **REPRESENTATIVE MA. NINA FRANCESCA P. LACSON**

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**EXPLANATORY NOTE**

Public school teachers bear a vital responsibility in nation-building by shaping the character, skills, and future of the youth. Secondary to parents, they are the backbone of society in terms of rearing and preparing the children become contributing members in our nation.

Despite their indispensable role, many of our teachers struggle financially due to persistently low basic salaries. This burden fuels the exodus of talented teachers seeking better pay abroad, where compensation and benefits are significantly higher.

Under the Salary Standardization Law, the current salary grade of Teacher 1 is Salary Grade 11, which amounts to Php 30,024.00 in 2025. Although it is increasing over the years, there is a continuing disparity between the rising cost of living and the monthly salary. This disparity reveals why teachers, especially those who have pursued further studies, seek opportunities abroad and why retention remains a challenge.

This bill proposes a straightforward and equitable measure to automatically increase the Salary Grade of public school teachers who has successfully completed their master's degree. Not only will the measure encourage professional development and pursuit of advanced credentials, it will also help retain quality teachers domestically, reducing brain drain. Every increment in qualification should directly reflect in teachers' compensation, ensuring they feel valued, motivated, and supported.

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

  
**MA. NINA FRANCESCA P. LACSON**  
Manila Teachers Party-list

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AN ACT  
PROVIDING FOR THE AUTOMATIC INCREASE IN SALARY GRADE OF  
TEACHERS WHO HAVE EARNED THEIR MASTER'S DEGREE

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

*Section 1. Increase in the Salary Grade of Teachers who completed their Master's Degree.* - The salary grade of public school teachers shall be automatically increased by two (2) salary grade levels upon the completion of their Master's Degree in Education or its equivalent. Provided, that teachers shall have been in active service for more than three (3) years in any public educational institution to benefit from this Act.

*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 qualified public school teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

*Sec. 3 Budget Requirements.* - The Department of Education shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for qualified public school teachers.

*Sec. 4. 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.

*Sec. 5. Implementing Rules and Regulations.* - The Department of Education and the Department of Budget and Management shall promulgate the necessary rules and regulations to implement this Act.

*Sec. 6. Separability Clause.* - If any provision or portion of this Act is declared unconstitutional, the remainder of this Act or any provision not thereby affected shall remain in full force and effect.

Sec. 7. *Repealing Clause.* - All laws, decrees, executive orders, ordinances, rules, regulations, and other issuances, or parts thereof, which are inconsistent with any provision of this Act, are hereby repealed, amended, and/or modified accordingly.

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

*Approved,*