



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

TWENTIETH CONGRESS
First Regular Session

House Bill No. 4500



Introduced by **REPRESENTATIVE GERALD CLOYD ALEXIS V. GALANG**

EXPLANATORY NOTE

Pursuant to Section 5(5), Article XIV of the 1987 Philippine Constitution, the State is mandated to "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." Notwithstanding this directive, the compensation of public-school teachers and non-teaching personnel remains disproportionately low relative to their critical contributions to education as a public good.

The Salary Standardization Law of 2019 provided incremental salary increases totaling approximately Php 6,000 for teachers, disbursed over four years (averaging Php 1,500 annually). This adjustment is demonstrably insufficient to mitigate the effects of inflation and escalating costs of essential goods and services (Teachers Dignity Coalition, 2023). Consequently, many educators have resorted to overseas employment, part-time roles in private institutions, or freelance tutoring to supplement their income.

In response to sustained advocacy by teachers' unions, this bill proposes a Php 15,000 across-the-board increase in the basic monthly salary of all teaching and non-teaching personnel within the public basic education system.

Given the constitutional imperative and socioeconomic realities, the expeditious approval of this measure is earnestly recommended.


GERALD GALANG

2nd Legislative District, City of Valenzuela



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AN ACT
PROVIDING FOR FIFTEEN THOUSAND PESOS (PHP 15,000) 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 the House of Representatives of the Philippines in Congress assembled:

SECTION 1. Short Title - This Act shall be known as the "Dagdag Sahod for Public Basic Education Teachers and Employees 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 and employees in the education sector. Towards this end, the State shall provide the highest budgetary priority to education and to provide adequate remuneration of teachers and employees in the public education system.

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

Sec. 4. Increase in Basic Monthly Salary - All teachers and employees in public basic education, regardless of their length of service and employment status are entitled to an across-the-board increase of Fifteen Thousand Pesos (Php15,000.00) to their basic monthly salary. Provided, that this increase is to be implemented in addition to the existing Salary Standardization Law and shall not be construed as an exemption from 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 7 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 Appropriation 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. 3. *Repealing Clause* – All laws, presidential decrees, issuances, executive orders, letters of instruction, rules or regulations, or parts thereof inconsistent with or contrary to the provisions of this Act are repealed, amended or modified accordingly.

SEC. 4. *Effectivity* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,