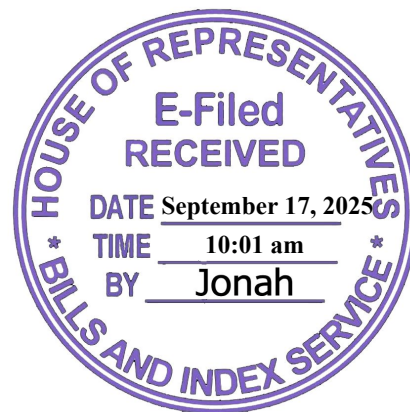


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 4631



Introduced by **HON. VINCENZO RENATO LUIGI R. VILLAFUERTE, HON. MIGUEL LUIS R. VILLAFUERTE, HON. TSUYOSHI ANTHONY G. HORIBATA, AND HON. TERRY L. RIDON**

EXPLANATORY NOTE

This bill seeks to provide academic teaching and non-academic teaching personnel in the public basic education an across-the-board increase of P15,000 in their basic monthly salary.

The enactment of Republic Act No. 11466 (R.A. No. 11466) otherwise known as the '*Salary Standardization Law of 2019*' became a turning point for all civilian government personnel, including our public-school educators as it enabled an environment that promoted social justice, integrity, efficiency, productivity, accountability, and excellence in their respective fields. One of the goals of R.A. No. 11466 was to likewise match the compensation of those in the private sector to retain and motivate our dedicated and competent civil servants.

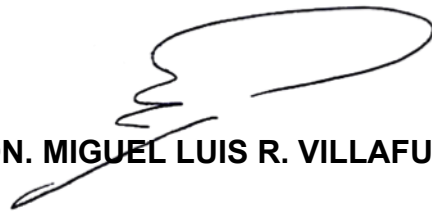
However, still due to the aggressive increase in inflation rate in the Philippines, commodities remain pricey. According to the National Economic Development Authority (NEDA), we are still recovering from the effects of the pandemic. Inflation surged mostly in 2022 when President Ferdinand Marcos Jr. reopened the Philippine economy, and it was only in 2024 when the market eased; Inflation rate is computed on the year-on-year growth of commodity prices so in spite of the gradual decrease of inflation rate, as long as the rate is still positive, prices remain high.

Our educators are considered as one of our modern-day heroes whose life's goal is to hone the future of every Filipino. They have the biggest responsibility of imparting their knowledge to the succeeding generations in the hopes that one day their students will contribute to the development of the Philippines, yet they remain a vulnerable sector as they are undercompensated. The Department of Migrant Workers (DMW) reported that an average of 1,500 Filipino teachers opt to leave the country every year to find better opportunities abroad. The Teachers' Dignity Coalition, an organization that aims to fight for the rights and welfare of Filipino teachers, expressed that if we fail to take care of our educators, we will eventually run out of competent educators in our system and the Philippines will definitely fall behind our neighboring countries.

Therefore, to empower and assist our public-school teachers, the passage of this bill is earnestly sought.

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HON. VINCENZO RENATO LUIGI R. VILLAFUERTE

A handwritten signature in black ink, consisting of a large, flowing 'M' followed by 'L' and 'R'.

HON. MIGUEL LUIS R. VILLAFUERTE

A handwritten signature in black ink, with a large 'T' and 'H' that are stylized and connected.

HON. TSUYOSHI ANTHONY G. HORIBATA

A handwritten signature in blue ink, featuring a large, stylized 'T' and 'R' that are interconnected.

HON. TERRY L. RIDON

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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HOUSE BILL NO. 4631

Introduced by **HON. VINCENZO RENATO LUIGI R. VILLAFUERTE, HON. MIGUEL LUIS R. VILLAFUERTE, HON. TSUYOSHI ANTHONY G. HORIBATA, AND HON. TERRY L. RIDON**

AN ACT PROVIDING FOR FIFTEEN THOUSAND PESOS (P15,000.00) 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:

SECTION 1. *Short Title.* – This Act shall be known as the ‘*Dagdag Sahod for Public Basic Education Teachers and Employees Act of 2025.*’

SEC. 2. *Declaration of Policy.* – It is the policy of the State to enhance the right of teachers to professional advancement including empowering them with their basic right of salary increase provided their years of experience and knowledge on the field. Furthermore, the State has always been assigning 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.

SEC. 3. *Coverage.* – This Act shall cover all academic teaching personnel and non-teaching academic personnel directly engaged in the basic delivery of basic education services in line with the curriculum and learning modalities recognized by the Department of Education (DepEd).

SEC. 4. *Increase in Basic Monthly Salary.* – All teaching academic personnel and non-teaching academic personnel 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 (P15,000.00) 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 (3) tranches under the following schedule :

1st Year – P6,000.00
2nd Year – P5,000.00
3rd Year – P4,000.00

Provided, That the salary schedule shall be implemented starting the first day of January annually after the enactment of this Act.

SEC. 6. Appropriations. - The amount necessary to carry out the provisions of this Act is hereby appropriated in the General Appropriations Act of the year following its enactment into law. Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual 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. Separability Clause. – If any part or provision of this Act is held invalid or unconstitutional, other provisions not affected thereby shall remain in force and effect.

SEC. 9. Repealing Clause. – All laws, Executive Orders, Presidential Decrees, rules and regulations inconsistent herewith are deemed modified and repealed accordingly. All affected provisions of existing laws are deemed effective until such promulgation of the IRR.

SEC. 10. 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,