

TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

HOUSE OF REPRESENTATIVES

HOUSE BILL NO. 5067



Introduced by Rep. CARMELO G. LAZATIN, JR.

AN ACT

INCREASING THE ENTRY-LEVEL SALARY OF PUBLIC SCHOOL TEACHERS IN BASIC EDUCATION TO SALARY GRADE 15, AND TEACHING PERSONNEL IN HIGHER EDUCATION TO SALARY GRADE 17, AND THE MINIMUM SALARY OF PUBLIC NON-TEACHING PERSONNEL TO EIGHTEEN THOUSAND PESOS (P18,000.00)

EXPLANATORY NOTE

Education is a fundamental human right and cornerstone of individual human growth and societal development. Article II, Section 17 of the 1987 Constitution of the Philippines provides that the State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development.

For this purpose, the government continues to explore ways to provide quality education despite constant challenges, such as the lack of sufficient school buildings and a shortage of educators to cater to the needs of the student populace.

In the Philippines, the public education system is heavily relied upon for the education of the younger population, since it is more affordable and accessible. However, one of the current problems is teacher migration, which may be attributed to low remuneration, poor working conditions, and large class sizes, among others.

In an article entitled “*Teacher exodus alarms DepEd; Education cluster formed*,” posted online at Inquirer.Net, it was cited that based on data from the Philippines Overseas Employment Administration, approximately 1,500 teachers left the country annually from 2011 to 2017, seeking better opportunities in countries such as China, Saudi Arabia, Singapore, Japan and Thailand.

As of School Year 2020-2021, there were 876,842 public school teachers nationwide. While the Department of Education prescribes an ideal teacher-to-student of 1:35, the current situation suggests a need for more teachers in the future. In fact, as of the 2017-2018 School Year, the teacher-to-student ratios were approximately 1:31 for elementary schools, 1:36 for junior high schools and 1:31 for senior high schools.¹

Filipino teachers, especially those assigned to remote or far-flung areas, endure significant hardships in the performance of their duties. Many must traverse difficult terrain to reach their schools and often use a portion of their modest salaries to purchase instructional materials and other necessary supplies.

Hence, this proposed bill seeks to address these longstanding issues by increasing the entry-level salary of the public school teachers in basic education to Salary Grade 15, teaching personnel in higher education to Salary Grade 17, and the minimum salary of public non-teaching personnel to Eighteen Thousand Pesos (P18,000.00).

In view of the foregoing, the approval of this bill is respectfully sought.


CARMELO G. LAZATIN, JR.

¹ 'Glaring' teacher shortage on school opening day needs 'strategic' solutions — lawmaker. August 29, 2023. Available at <https://www.philstar.com/headlines/2023/08/29/2292294/glaring-teacher-shortage-school-opening-day-needs-strategic-solutions-lawmaker>



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House of Representatives**

Quezon City, Metro Manila

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

1 **SECTION 1. Short Title.**-This Act shall be known as the “*Entry Level Salary Increase*
2 *for Public School Teachers Act.*”

3
4 **SECTION 2. Declaration of Policy.**- It is hereby declared the policy of the State to give
5 priority to education, science and technology, arts, culture, and sports to foster patriotism and
6 nationalism, accelerate social progress, and promote total human liberation and development.

7
8 To this end, the State shall ensure that educators are provided with adequate remuneration
9 to improve their living conditions and to discourage migration in pursuit of better employment
10 opportunities.

11 **SECTION 3. Increase in Entry-Level Salary of Public School Teachers in Basic**
12 *Education.* – The entry-level salary of public school teachers in basic education shall be increased

1 from the current Salary Grade 11 to Salary Grade 15. Consequently, the salaries of those holding
2 higher positions shall be adjusted accordingly.

3 **SECTION 4. *Increase in Salary Level of Public Teaching Personnel in Higher***
4 ***Education.***— The salary level of public teaching personnel in higher education shall be increased
5 from Salary Grade 12 to Salary Grade 17. The salaries of those occupying higher positions shall
6 likewise be adjusted accordingly.

7 **SECTION 5. *Minimum Salary of Regular Non-Teaching Personnel.***— The minimum salary
8 of non-teaching personnel in public schools shall be increased to Eighteen Thousand Pesos
9 (P18,000.00).

10 **SECTION 6. *Annual Adjustment of Salaries.***— In order for public school teachers to cope
11 with the rising cost of living, their salaries shall be adjusted annually. The Department of
12 Education, Department of Budget and Management, and the Commission on Higher Education in
13 coordination with the public sector, shall determine the necessary funds for the implementation of
14 such increases and shall recommend the corresponding appropriations to Congress.

15 **SECTION 7. *Appropriations.*** — The funds necessary for the implementation of this Act,
16 shall be sourced from the current appropriations. Thereafter, such amounts as may be necessary
17 for its continued implementation shall be included in the Annual General Appropriations Act.

18 **SECTION 8. *Separability Clause.*** - If any part or provision of this Act is declared invalid
19 or unconstitutional, the other parts or provisions not affected thereby shall remain valid.
20

21 **SECTION 10. *Repealing Clause.***— All laws, acts, presidential decrees, executive orders,
22 administrative orders, rules and regulations inconsistent with or contrary to the provisions of this
23 Act are deemed amended, modified, or repealed accordingly.
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25 **SECTION 11. *Effectivity.*** - This Act shall take effect fifteen (15) days after its publication
26 in the Official Gazette or in at least two (2) newspapers of general circulation.
27

28 Approved,