

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

TWENTIETH CONGRESS
First Regular Session

House Bill No. 5082



INTRODUCED BY REP. PATRICK MICHAEL “PM” D. VARGAS

AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM
SALARY GRADE 11 TO 13

EXPLANATORY NOTE

The State recognizes the role of educators in nation-building and, through the Magna Carta for Public School Teachers (RA 4670), provides for the promotion and improvement of the social and economic status of public-school teachers, their living and working conditions, and their terms of employment and career prospects.

With the rising costs of living, many teachers struggle with the financial limitations of their careers. Unfortunately, teaching has a reputation for being an underpaid and unrewarding profession.

To allow our educators access to decent lives by ensuring that they can afford food on their table and a roof over their heads, amidst these economically challenging times, this bill seeks to increase the salaries received by public school teachers through raising their minimum salary grade level from Salary Grade 11 (Php27,000.00) to 13 (Php34,421.00).

This bill aims to enhance the morale and self-esteem of Filipino teachers by supporting their socio-economic and professional development. If enacted, this measure may attract more individuals to commit to the profession of teaching in public schools.

We must recognize the dedication and guarantee the retention of competent teachers by ensuring that the remuneration due to them is commensurate with their workload. It is imperative that the State shall protect and promote the right of teachers to just compensation. It is the hope of this measure to recognize and justly compensate our noble teachers who shape the minds that shape the nation.

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



REP. PATRICK MICHAEL "PM" D. VARGAS

Fifth District, Quezon City

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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 “*Upgrading the Salary Grade of Teachers Act.*”

SECTION 2. *Declaration of Policy.* – It is hereby declared the policy of the State to recognize the dedication and guarantee the retention of competent teachers by ensuring that the remuneration due to them is commensurate with their workload. The State shall protect and promote the right of teachers to just compensation.

SECTION 3. *Increase in the Minimum Salary Grade Level.* – The present minimum salary grade level of public-school teachers in the elementary and secondary schools shall be upgraded from Grade 11 to Grade 13; *Provided*, however, that the salary upgrading shall be differentiated in accordance with the qualification and length of service rendered by the teachers and shall not be prejudiced by across-the-board salary adjustments.

SECTION 4. *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 public-school teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

SECTION 5. *Budget Required.* –The Department of Education (DepEd) shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all corresponding teacher plantilla positions for a period of at least five years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SECTION 6. *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.

SECTION 7. *Implementing Rules and Regulations.* – The DepEd and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SECTION 8. *Separability Clause.* – If any provision of this Act shall be declared unconstitutional or invalid, the other provisions not otherwise affected shall remain in full force and effect.

SECTION 9. *Repealing Clause.* – All laws, orders, rules, and regulations, other issuances, or part thereof, inconsistent with any provision of this Act, are hereby repealed or modified accordingly.

SECTION 10. *Effectivity.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in two (2) newspapers of general circulation.

Approved,