

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5299



Introduced by:

HON. CHRISTOPHERSON "COCO" M. YAP

EXPLANATORY NOTE

Section 5(5), Article XIV of the 1987 Philippine Constitution mandates the State to "assign 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 and other means of job satisfaction and fulfillment" (1987 Constitution). This constitutional imperative recognizes the pivotal role of educators in nation-building and the necessity of providing them with compensation commensurate to their contributions.

Despite this clear directive, the compensation of public-school teachers and non-teaching personnel remains disproportionately low relative to their critical role in shaping the future of the country. The Supreme Court has acknowledged that while the Constitution assigns the highest budgetary priority to education, the implementation of this mandate is subject to the fiscal policies and priorities of Congress (Philippine Constitution Association v. Enriquez (1994); Guingona, Jr. v. Carague (1991)). Nevertheless, the State is strongly urged to provide adequate remuneration and incentives to make the teaching profession competitive and attractive to the best talents.

The enactment of Republic Act No. 11466, otherwise known as the "Salary Standardization Law of 2019," marked a significant milestone for all civilian government personnel, including public-school educators. This law provided incremental salary increases totaling approximately ₱6,000 for teachers, disbursed over four years. However, these adjustments have proven insufficient to mitigate the effects of inflation and the escalating costs of essential goods and services. According to the National Economic and Development Authority (NEDA), the Philippines is still recovering from the economic impact of the pandemic, and inflation continues to erode the real value of teachers' salaries.

As a result, many educators have been compelled to seek supplementary income through part-time roles in private institutions, freelance tutoring, or even overseas employment. The Department of Migrant Workers (DMW) reports that an average of 1,500 Filipino teachers leave the country annually in search of better opportunities abroad. This persistent exodus threatens the quality and sustainability of the Philippine education system.

Our educators are modern-day heroes, entrusted with the vital responsibility of nurturing the next generation of Filipinos. Yet, they remain a vulnerable sector, undercompensated despite their indispensable role. The Teachers' Dignity Coalition and other stakeholders have consistently advocated for a substantial increase in teachers' salaries to address these longstanding issues.

In response to these realities, this bill proposes a ₱15,000 across-the-board increase in the basic monthly salary of all teaching and non-teaching personnel within the public basic education system. This measure seeks to fulfill the constitutional mandate, promote social justice, and ensure that the teaching profession remains a viable and attractive career for the nation's best and brightest.

In view of the foregoing, **ug sa ngalan sa SERBISYONG TINUORAY**, the undersigned respectfully requests the immediate passage of this measure.


CHRISTOPHERSON "COCO" M. YAP
Representative, Second District of Southern Leyte

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AN ACT
PROVIDING FOR FIFTEEN THOUSAND PESOS (PHP15,000.00) 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 Personnel Act.”

SECTION 2. Declaration of Policy. It is the policy of the State to protect and promote the right of all citizens to quality education and 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. Toward this end, the State shall accord the education sector high budgetary priority and provide fair and competitive compensation to personnel directly engaged in the delivery of public basic education.

SECTION 3. Definition of Terms. As used in this Act:

- (a) Department refers to the Department of Education (DepEd).
- (b) Public basic education refers to kindergarten, elementary, and secondary education, including the Alternative Learning System and other learning delivery modalities recognized by the DepEd.

- (c) Teaching personnel refers to persons qualified and engaged in classroom teaching or in the direct delivery of learning at the basic education level in public schools and programs under the DepEd.
- (d) Non-teaching personnel refers to *plantilla* public officers and employees in DepEd schools and field offices who are not teaching personnel but whose functions are necessary and incidental to the delivery of basic education services.

SECTION 4. Coverage. This Act shall cover all teaching and non-teaching personnel of public schools and DepEd field offices who are directly engaged in the delivery or support of basic education services and whose compensation is set or authorized by the Department of Budget and Management (DBM). Personnel engaged under job order or contract of service arrangements not considered government employees shall be covered only as may be authorized under applicable DBM rules.

SECTION 5. Across-the-Board Increase in Basic Monthly Salary. Notwithstanding any law, rule, or regulation to the contrary, all personnel covered under Section 4 shall receive an across-the-board increase of Fifteen Thousand Pesos (P15,000.00) in their basic monthly salary, regardless of length of service or current salary grade.

The increase under this section shall be on top of and without prejudice to salary standardization laws now or hereafter enacted. It shall not be construed as an exemption from, substitution for, or diminution of any general salary increase or authorized benefits in the future.

SECTION 6. Tranche Schedule and Effectivity of Increases. The increase under Section 5 shall be implemented in three (3) tranches as follows:

- (a) Tranche 1: Six Thousand Pesos (P6,000.00) effective January 1 of the year immediately following the effectivity of this Act;
- (b) Tranche 2: Five Thousand Pesos (P5,000.00) effective January 1 of the year following Tranche 1; and
- (c) Tranche 3: Four Thousand Pesos (P4,000.00) effective January 1 of the year following Tranche 2.

SECTION 7. Implementation Mechanics. Within sixty (60) days from the effectivity of this Act, the DBM, in consultation with the DepEd, shall:

- (a) Issue the necessary rules, circulars, and modified salary schedules to operationalize the increases herein, ensuring that the full P15,000.00 increase forms part of the basic monthly salary and that step increments and salary grade differentials are properly maintained or adjusted to avoid compression; and
- (b) Prescribe guidelines for the coverage of personnel engaged under special or time-bound funding arrangements, consistent with applicable budgeting and compensation laws.

SECTION 8. Non-Diminution and Harmonization. The salary increase granted herein shall not:

- (a) Result in the withdrawal or reduction of allowances and benefits expressly authorized by law, DBM issuances, or the General Appropriations Act; nor
- (b) Be used to offset or discontinue allowances excluded from integration under Republic Act No. 6758 and pertinent DBM rules, unless otherwise expressly provided by law or DBM issuances of general application.

SECTION 9. Appropriations. The amounts necessary to implement this Act shall be charged against current appropriations of the DepEd for the initial implementation. Thereafter, such sums as may be necessary for the continued implementation shall be included in the annual General Appropriations Act.

SECTION 10. Monitoring and Report to Congress. The DepEd and the DBM shall submit to the Committees on Appropriations and on Basic Education of both Houses of Congress an annual report on the implementation of this Act, including personnel coverage, fiscal impact, and effects on teacher retention and recruitment.

SECTION 11. Implementing Rules and Regulations. The DBM, in consultation with the DepEd and representatives from recognized teachers' unions and organizations, shall promulgate the rules and regulations necessary to implement this Act within sixty (60) days from its effectivity.

SECTION 12. Separability Clause. If any provision of this Act is declared unconstitutional or invalid, the other provisions not affected shall remain in full force and effect.

SECTION 13. Repealing Clause. All laws, presidential decrees, executive orders, rules and regulations, and other issuances or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 14. Effectivity. This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,