

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

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. **5376**



Introduced by Representative Kenneth T. Gatchalian

EXPLANATORY NOTE

Section 1 of Republic Act No. 4670, otherwise known as the Magna Carta for Public School Teachers, declares the policy of the State “to promote and improve the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects... it being recognized that advance in education depends on the qualifications and ability of the teaching staff and that education is an essential factor in the economic growth of the nation as a productive investment of vital importance.” This is consistent with the constitutional mandate to enhance the right of teachers to professional advancement, extend protection to both teaching and non-teaching personnel, and ensure that the profession attracts the best talents through adequate remuneration and job fulfillment.

While the Magna Carta for Public School Teachers was a landmark legislation, its promise remains unfulfilled. At present, around 880,547 teaching personnel serve 22.5 million learners in our public schools¹, yet their salaries remain far behind the responsibilities they shoulder.

For two decades, the salary grade of a Teacher I was pegged at Salary Grade (SG) 10 until it was increased to SG 11 in 2009 under Executive Order No. 811, or SSL III, during the administration of President Gloria Macapagal-Arroyo. Since then, sixteen (16) years have passed without any upward

¹ Number of teaching personnel and learner enrollment data from DepEd as of January 2025.

adjustment in the salary grade of teaching positions, despite the growing demands of the profession and the rising cost of living.

This bill seeks to rectify that neglect by providing a Twenty Thousand Peso (₱20,000.00) across-the-board increase in the basic monthly salary of all public elementary and secondary school teachers. Such an adjustment is not merely a matter of equity but of national investment. Our teachers are at the forefront of nation-building, shaping future generations and sustaining the backbone of our education system.

It is therefore incumbent upon Congress to recognize their invaluable service and ensure they receive just and adequate compensation.

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



KENNETH T. GATCHALIAN

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AN ACT
PROVIDING FOR A TWENTY THOUSAND PESO ACROSS-THE-BOARD
INCREASE IN THE BASIC MONTHLY SALARY OF ALL PUBLIC
ELEMENTARY AND SECONDARY SCHOOL TEACHERS AND
APPROPRIATING FUNDS THEREFOR

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

1 **SECTION 1.** *Short Title.* – This Act shall be known as the “Teacher Salary
2 Increase Act”.

3 **SEC. 2.** *Declaration of Policy.* – It is hereby declared the policy of the State
4 to promote and advance the social and economic status of public school teachers in
5 order to ensure that they enjoy the benefits commensurate to their invaluable role in
6 national development. In pursuance of such policy, the State shall ensure that the
7 teaching profession will attract and retain its rightful share of the best available
8 talents through adequate remuneration and other means of job satisfaction and
9 fulfillment.

10 **SEC. 3.** *Coverage.* – This Act shall apply to all public elementary and
11 secondary school teachers under the Department of Education (DepEd).

1 **SEC. 4. *Increase in Basic Monthly Salary.*** – All public elementary and
2 secondary school teachers under the DepEd, regardless of their length of service, are
3 entitled to an across-the-board increase of Twenty Thousand Pesos (PhP 20,000.00)
4 to their basic monthly salary: Provided, That this increase is to be implemented in
5 addition to the prevailing Salary Standardization Law and shall not be construed as
6 an exemption from succeeding salary increases for government employees.

7 **SEC. 5. *Appropriations.*** – The amount necessary for the implementation of
8 this Act shall be charged against those authorized in the current appropriations of
9 the DepEd. Thereafter, the amount necessary for its continued implementation shall
10 be included in the annual General Appropriations Act.

11 **SEC. 6. *Implementing Rules and Regulations.*** – Within ninety (90) days
12 from the effectivity of this Act, the Department of Budget and Management, in
13 consultation with the DepEd, shall issue the rules and regulations implementing its
14 provisions. The Implementing Rules and Regulations (IRR) issued pursuant to this
15 section shall take effect thirty (30) days after its publication in a newspaper of
16 general circulation.

17 **SEC. 7. *Separability Clause.*** – If any provision of this Act is held invalid
18 or unconstitutional, the other provisions not so declared shall remain in full force
19 and effect.

20 **SEC. 8. *Repealing Clause.*** – All laws, executive orders, presidential
21 decrees or issuances, letter of instruction, administrative orders, rules, and
22 regulations as well as local ordinances contrary to or inconsistent with the provisions
23 of this Act are hereby repealed, amended, or modified accordingly.

24 **SEC. 9. *Effectivity.*** - This Act shall take effect fifteen (15) days after
25 publication in the Official Gazette or in two (2) national newspapers of general
26 circulation.

Approved,