

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 5891



Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

EXPLANATORY NOTE

The foundation of any progressive nation is its educational system, and the cornerstone of that system is the public school teacher. Teachers are the first responders in nation-building, dedicating countless hours to molding the minds and character of future generations.

However, their compensation, often starting at Salary Grade 11 (approximately ₱27,000 per month, as per the current Salary Standardization Law tranches), remains grossly inadequate given the professional demands, required qualifications, and the increasing cost of living. This inequity often forces dedicated educators to seek secondary employment or leave the public sector entirely, leading to a "brain drain" and severely impacting the quality of public instruction.

This proposed measure seeks to rectify this long-standing injustice by mandating the upgrade of the minimum salary grade level of all public school teachers holding Teacher I positions to Salary Grade Fifteen (15). This upgrade is projected to raise the minimum basic salary to approximately ₱33,573 per month, providing a living wage commensurate with their indispensable role, professionalism, and the complexity of their duties.

Furthermore, the Bill addresses the out-of-pocket expenses frequently incurred by teachers, which are often necessary to sustain quality classroom operations. It mandates the provision of adequate and regular Teaching Supplies and Materials Allowance, a fixed Annual Medical Check-up Allowance, and institutionalizes a Special Hardship Allowance for those serving in remote, isolated, or conflict-affected areas.

The passage of this Act is not merely an increase in bureaucratic expense; it is a critical, long-overdue investment in human capital and the quality of public education. By providing a competitive and just compensation package, this measure aims to attract the brightest minds to the teaching profession, retain experienced educators, and ultimately, ensure that every Filipino child receives the quality education they deserve. Immediate appropriation of the necessary funds is provided for in this Bill to ensure seamless implementation.

In view of the foregoing, the immediate consideration of this Bill is earnestly sought.



SALVADOR A. PLEYTO, SR.

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Introduced by: **REP. SALVADOR A. PLEYTO, SR.**

AN ACT UPGRADING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE ELEVEN (11) TO SALARY GRADE FIFTEEN (15), PROVIDING ADDITIONAL BENEFITS AND ALLOWANCES, AND APPROPRIATING FUNDS THEREFOR

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 "Public School Teachers Salary Upgrade Act of 2025."

SEC. 2. *Declaration of Policy.* – It is hereby declared the policy of the State to promote and protect the welfare of public school teachers, recognizing their indispensable role in national development through quality education. The State shall ensure that the basic compensation and benefits of teachers are just, adequate, and commensurate with the dignity of the teaching profession and the complexity of their duties.

SEC. 3. *Definition of Terms.* – As used in this Act, the term "Public School Teacher" shall refer to all persons engaged in full-time classroom teaching, in any level of instruction, in all public elementary and secondary schools under the Department of Education (DepEd), including those occupying Teacher I positions and comparable entry-level positions.

SEC. 4. *Minimum Salary Grade Upgrade.* – Notwithstanding any law, rule, or regulation to the contrary, the minimum salary grade level of all Public School Teachers holding Teacher I positions shall be upgraded from Salary Grade Eleven (11) to Salary Grade Fifteen (15).

The Department of Budget and Management (DBM), in coordination with the DepEd, shall ensure that the initial implementation of this upgrade starts at

Step 1 of Salary Grade 15, as prescribed under the current Salary Standardization Law, and shall not result in any diminution of existing salaries or benefits for incumbent teachers.

SEC. 5. *Additional Benefits and Allowances.* – In addition to the salary upgrade provided herein, the following additional benefits and allowances shall be provided to all Public School Teachers:

- (a) Teaching Supplies and Materials Allowance. – The existing allowance for teaching supplies and materials shall be increased to Fifteen Thousand Pesos (₱15,000.00) per teacher per school year, subject to review and adjustment every three (3) years based on the prevailing consumer price index.
- (b) Annual Medical and Wellness Allowance. – An Annual Medical and Wellness Allowance of Five Thousand Pesos (₱5,000.00) shall be provided to every teacher for mandatory annual physical and medical examinations, and for general wellness expenses.
- (c) Special Hardship Allowance. – The provision of a Special Hardship Allowance for teachers assigned in hardship posts, including remote, hazardous, and difficult-to-access schools, shall be strengthened and fixed at a rate equivalent to not less than twenty-five percent (25%) of their basic monthly salary, consistent with existing rules and regulations.

SEC. 6. *Funding and Appropriation.* – The initial amount necessary to implement the provisions of this Act shall be charged against the current year's appropriations of the Department of Education. Thereafter, such sums as may be necessary for the continuous implementation of this Act shall be included in the annual General Appropriations Act (GAA).

SEC. 7. *Implementing Rules and Regulations (IRR).* – Within sixty (60) days from the approval of this Act, the DBM and the DepEd, in consultation with the Civil Service Commission (CSC) and representatives from national teacher organizations, shall jointly formulate the necessary rules and regulations for the effective implementation of this Act.

SEC. 8. *Separability Clause.* – If any provision of this Act is held invalid or unconstitutional, the other provisions not affected thereby shall continue to be in full force and effect.

SEC. 9. *Repealing Clause* – All other laws, presidential decrees, executive orders, ordinances, rules and regulation, and other issuances or part thereof which are inconsistent with this Act, are hereby repealed or modified accordingly.

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

Approved,