

Republic of the Philippines
House of Representatives
Constitution Hills, Batasan Complex, Quezon City

TWENTIETH CONGRESS
First Regular Session

House Bill No. 5984



Introduced by **ANG PROBINSYANO**
Party-List Representative Alfred Delos Santos

**AN ACT UPGRADING THE SALARY GRADE LEVELS OF NON-TEACHING
PERSONNEL IN PUBLIC ELEMENTARY AND SECONDARY SCHOOLS TO
P16,000.00**

EXPLANATORY NOTE

Non-teaching personnel play a vital role in the effective operation of public schools. They ensure the smooth delivery of educational services by handling administrative, financial, and support functions essential to the daily management of schools. However, despite their indispensable contribution, many of them continue to receive salaries that are insufficient to meet the rising cost of living.

This measure seeks to upgrade the salary grade levels of non-teaching personnel in public elementary and secondary schools to a minimum of Sixteen Thousand Pesos (P16,000.00) per month. The proposed increase recognizes the need to provide a living wage that reflects the economic realities faced by education workers today. By ensuring fair compensation and humane working conditions, this bill upholds the constitutional mandate to protect the rights of workers and to promote accessible and quality education. Improving the welfare of non-teaching personnel also supports the overall efficiency and morale within the education system, ultimately benefiting teachers and students alike.

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


ALFRED DELOS SANTOS

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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 'Non-Teaching Personnel in Public Schools Salary Increase Act of 2025'.

SECTION 2. Declaration of Policy. - It is the policy of the State to guarantee employees' rights to living wage and the rights of education workers to humane conditions of work.

Finally, it is the policy of the State to protect and promote the rights of every citizen to quality education at all levels.

SECTION 3. Increasing the Minimum Salaries of Non-Teaching Employees in Public Elementary and Secondary Schools. - The present salary of other non-teaching personnel in public elementary and secondary schools shall not be less than Sixteen Thousand Pesos (PHP16,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SECTION 4. Annual Adjustment of Salaries. - Salaries of non-teaching personnel shall be adjusted annually to keep pace with the cost of living. The Department of Budget and Management (DBM), in consultation with civil society organizations, shall recommend to Congress the appropriation of the necessary funds.

SECTION 5. Implementing Rules and Regulations. - The Department of Education and the DBM shall promulgate the necessary rules and regulations of the provisions of this Act.

SECTION 6. Appropriations. - The amount necessary for the initial implementation of this Act shall be taken from the current appropriations. Thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.

SECTION 7. 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 8. Separability Clause. - If any provision of this Act is declared invalid or unconstitutional, the provisions not affected thereby shall remain in full force and effect.

SECTION 9. Repealing Clause. - All laws, presidential decrees, executive orders, presidential proclamations, rules and regulations or parts thereof contrary to or inconsistent with 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 at least two (2) national papers of general circulation.

Approved,