

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 6289



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

EXPLANATORY NOTE

Non-teaching personnel in public schools perform critical functions that support the day-to-day operations of educational institutions – from managing administrative tasks and maintaining school facilities to providing students services and ensuring campus safety.

Despite their essential role, many of these employees receive salaries that are below living wage in many parts of the country, leading to low morale, high turnover, and difficulties in attracting qualified personnel.

This proposed measure seeks to address this gap by setting a minimum monthly salary of Sixteen Thousand Pesos (P16,000.00) for all non-teaching staff in public elementary and secondary schools. This adjustment will help improve their quality of life, recognize their contributions to basic education, and strengthen the overall capacity of the public school system to deliver quality services to Filipino students.

In view of the foregoing, the consideration and passage of this measure is hereby earnestly sought.


SALVADOR A. PLEYTO, SR.

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HOUSE BILL NO. 6289

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

AN ACT INCREASING THE MINIMUM MONTHLY SALARY OF NON-TEACHING PERSONNEL IN PUBLIC ELEMENTARY AND SECONDARY SCHOOLS TO SIXTEEN THOUSAND PESOS (P16,000.00), 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 "Minimum Salary Increase for Public School Non-Teaching Personnel Act."

SEC. 2. *Declaration of Policy.* – It is the policy of the State to recognize the indispensable role of non-teaching personnel in public elementary and secondary schools in ensuring the efficient delivery of basic education services. The State shall ensure that their compensation is just, equitable, and commensurate with their duties, responsibilities, and contributions to the education system, in line with the constitutional mandate to promote the welfare of workers and protect their rights.

SEC. 3. *Definition of Terms* - For purposes of this Act, the following terms shall mean:

- Non-Teaching Personnel – refers to all permanent, casual, or contractual employees of public elementary schools under the Department of Education (DepEd) who are not engaged in classroom instruction, including but not limited to administrative staff, office assistants, librarians, guidance counselors, laboratory technicians, maintenance workers, and security personnel.

- Public Elementary and Secondary Schools refers to all schools operated and funded by the national government or Local Government Units (LGUs) under the supervision of the DepEd.

SEC. 4. *Minimum Monthly Salary* – Effective on the first day of the fiscal year following the approval of this Act, the minimum monthly salary of all non-teaching personnel in public elementary and secondary schools shall be Sixteen Thousand Pesos (P16,000.00), regardless of their current salary grade or position level. The salaries of those occupying higher positions shall be adjusted accordingly

SEC. 5. *Annual Adjustment of Salaries* – Salaries of non-teaching personnel shall be adjusted annually to keep pace with the cost of living.

SEC. 6. *Appropriations* – The amount necessary for the implementation of this Act shall be included in the General Appropriations Act.

SEC. 7. *Implementing Rules and Regulations* – The DepEd and the DBM shall promulgate the necessary rules and regulations of the provisions within 60 days upon the approval 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 remain in full force and effect.

SEC. 9. *Repealing Clause*. - All laws, decrees, orders, rules, and regulations, or parts thereof, inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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

Approved,