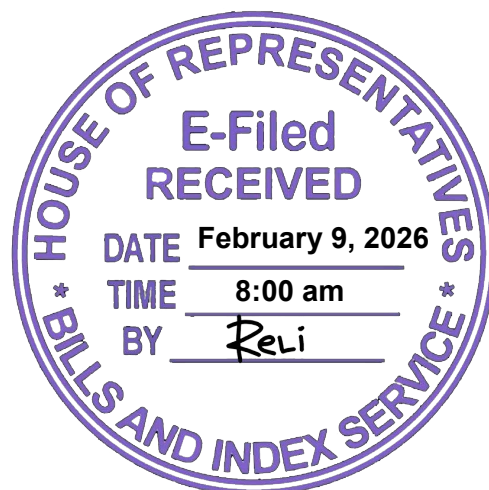


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 7649



**Introduced by AKBAYAN Representatives PERCIVAL V. CENDAÑA,
JOSE MANUEL TADEO "CHEL" I. DIOKNO, and DADAH KIRAM ISMULA and
Dinagat Islands Representative KAKA BAG-AO**

AN ACT
PROVIDING FOR FIFTEEN THOUSAND PESOS (PHP 15,000.00) ACROSS
THE BOARD INCREASE IN THE BASIC MONTHLY SALARY OF TEACHERS
AND EMPLOYEES IN PUBLIC BASIC EDUCATION AND
APPROPRIATING FUNDS THEREFOR

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."

Teachers are the backbone of any good educational foundation. They have and continue to play an essential role both in the lives of their students and in nation-building. However, despite the importance of teachers in our society, their salaries remain disproportionate to their workloads and insufficient to cover the increasing costs of living.

According to the Teachers Dignity Coalition, "although past administrations have made incremental salary adjustments, these have been insufficient to address the growing economic challenges faced by public school teachers."¹

At the existing salary rates for public school teaching and non-teaching personnel, more and more seek better opportunities elsewhere. Some are forced to

¹ Hernando-Malipot, M. (30 Jan. 2025). *Group pushes for P15,000 salary hike for teachers as key election issue*. Manila Bulletin. Available at: <https://mb.com.ph/2024/9/11/p15-k-across-the-board-salary-increase-for-dep-ed-teachers-employees-pushed>

augment their income by taking on part-time jobs, while others have chosen to pursue higher-paying work abroad.

Various groups and organizations have, for the longest time, been calling for substantial salary increases for public school teachers and non-teaching personnel. This bill seeks to finally address the clamor for livable wages for our teachers by providing an across-the-board increase of Fifteen Thousand Pesos (PHP 15,000.00) to the basic monthly salary of teaching and non-teaching personnel in public basic education.

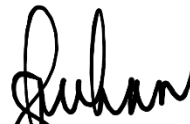
In view of the foregoing, the immediate passage of this bill is earnestly sought.



PERCIVAL V. CENDAÑA
Akbayan Representative



JOSE MANUEL TADEO
"CHEL" I. DIOKNO
Akbayan Representative



DADAN KIRAM ISMULA
Akbayan Representative



KAKA BAG-AO
Dinagat Islands Representative

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

1 **SECTION 1. *Short Title.*** – This Act shall be known as the "Dagdag Sahod for
2 Public Basic Education Teachers and Employees Act".
3

4 **Sec. 2. *Declaration of Policy.*** – It is the policy of the State to promote and
5 improve the economic status and well-being of teachers and employees in the
6 education sector. Towards this end, the State shall provide the highest budgetary
7 priority to education and to provide adequate remuneration of teachers and employees
8 in the public education system.
9

10 **Sec. 3. *Coverage.*** – This Act shall cover all public school teachers and
11 employees directly engaged in the delivery of basic education services in line with the
12 curriculum and learning modalities recognized by the Department of Education
13 (DepEd).
14

Sec. 4. Increase in Basic Monthly Salary. – All teachers and employees in public basic education, regardless of their length of service and employment status, are entitled to an across-the-board increase of Fifteen Thousand Pesos (PHP 15,000.00) to their basic monthly salary; *Provided*, that this increase is to be implemented in addition to the existing Salary Standardization Law and shall not be construed as an exemption from succeeding salary increases for government employees.

Sec. 5. Salary Increases Schedule. – The salary increases shall be given in three tranches under the following schedule:

Year 1 - 6,000.00

Year 2 - 5,000.00

Year 3 - 4,000.00

Provided, that the salary schedule shall be implemented starting January 1 of the year after the enactment of this Act, and every January 1 of the year thereafter.

Sec. 6. Appropriations. – The amount necessary to implement the provisions of this Act shall be provided in the General Appropriation Act.

Sec. 7. Implementing Rules and Regulations. – The Department of Budget and Management (DBM), in consultation with the DepEd and teachers' unions and organizations, shall promulgate within sixty (60) days after the effectivity of this Act the necessary rules and regulations for its effective and immediate implementation.

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

Sec. 9. Repealing Clause. – All laws, decrees, executive orders, rules, and regulations, which are inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

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

Approved,