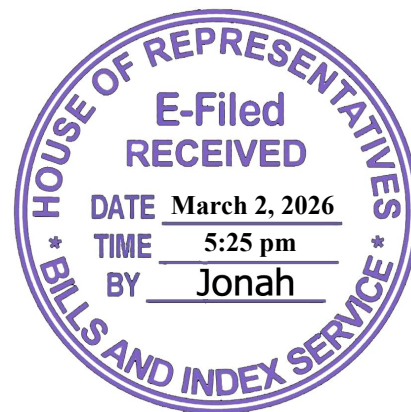


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8227



Introduced by **Representative ERIC G. YAP**

EXPLANATORY NOTE

This bill seeks to increase the entry-level salary of public school teachers under the Department of Education (DepEd) from Salary Grade (SG) Eleven (11) to Salary Grade Seventeen (17). It further mandates the provision of annual allowances for teaching supplies and materials, as well as for medical examination and treatment. This ensures the holistic well-being of the nation's educators, who serve as the primary catalysts for national development.

Section 5 under Article XIV of the 1987 Philippine Constitution states that:

“5. The State shall 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.”

Despite this constitutional mandate, the current compensation framework for public school teachers fails to provide a living wage that reflects the rising cost of living and the immense professional responsibilities of the faculty. Under the 2026 salary standardization tranches, a Teacher 1 with a salary grade of SG 11 earns approximately Thirty One Thousand and Seven Hundred Five Pesos (P31,705.00). This proposed measure increases this base pay to SG 17, which provides approximately Forty Nine Thousand and Five Hundred Sixty-Two Pesos (P49,562.00). This is a Seventeen Thousand and Eight Hundred Fifty Seven Pesos (P17,857.00) increase from the current entry-level rate. While recent Salary Standardization Law (SSL) VI¹ tranches were designed to address the impact of inflation, the gap between the teaching profession and other specialized government sectors remains wide.

The current SG 11 compensation falls short of the requirements for a family of five (5) to live decently, especially as inflation continues to erode the purchasing power of fixed-income earners. The Second Congressional Commission on Education (EDCOM 2) reported that teachers frequently exhaust personal funds for classroom supplies, instructional materials², and even decorations for their classrooms to ensure a conducive learning environment for their students. These hidden costs effectively force educators to subsidize the operations of the

¹ Department of Budget and Management. DBM Circular No. 597. *Implementation of the Second Tranche of the Updated Salary Schedule for Civilian Government Personnel Under Executive Order (EO) No. 64, s. 2024.* <https://www.dbm.gov.ph/wp-content/uploads/Issuances/2025/National-Budget-Circular/NBC-No.-597.pdf>

² page 374. EDCOM 2 (2025). *Fixing the Foundations: A Matter of National Survival (EDCOM II Year Two Report)*. <https://edcom2.gov.ph/media/2025/01/EDCOM-2-Year-2-Report-Fixing-the-Foundations-2025.pdf>

DepEd, significantly reducing their net take-home pay. This bill ensures that teachers no longer have to choose between their professional duties and their personal financial stability

Increasing the minimum wage of public school teachers acknowledges that the teaching profession requires a level of expertise and dedication that should be compensated competitively. Such an adjustment is vital to attract and retain the country's most talented individual within the public school system, preventing the migration of skilled educators to other sectors, or overseas.

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



HON. ERIC G. YAP

Republic of the Philippines
HOUSE OF REPRESENTATIVES
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TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8227

Introduced by **Representative ERIC G. YAP**

AN ACT
INCREASING THE MINIMUM SALARY OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 11 TO SALARY GRADE 17, PROVIDING ADDITIONAL
ALLOWANCES, AND APPROPRIATING FUNDS THEREFOR

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 “*Public School Teachers Salary Increase Act*”.

SEC. 2. *Declaration of Policy.* – It is hereby the declared policy of the State to proactively promote, protect, and enhance the social, economic, and professional well-being of public school teachers as the primary agents of national development and transformation. This shall be achieved through the continuous improvement of their living conditions, the modernization of their working environments, and the provision of a living wage that reflects the dignity of the profession.

In accordance with the 1987 Philippine Constitution, the State shall ensure that education remains the highest budgetary priority. To this end, the State commits to a system of competitive remuneration, holistic benefits, and professional career pathways designed to attract, develop, and retain the nation’s best available talents, ensuring that teaching remains a source of lifelong job satisfaction and a catalyst for social mobility.

SEC. 3. *Coverage.* – This Act shall cover teaching personnel in all public schools in the elementary and secondary levels under the Department of Education (DepEd), as defined by Republic Act (RA) No. 4670, otherwise known as “*The Magna Carta for Public School Teachers*”.

SEC. 4. *Increasing the Minimum Salaries of Public School Teachers.* – The minimum salary grade level of public school teachers shall be Salary Grade 17. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

SEC. 5. *Teaching Supplies Allowance.* – Teaching personnel in public schools shall be entitled to a teaching supplies allowance. The teaching supplies allowance shall cover the purchase of chalks, erasers, pens, papers, class records, and other teaching implements essential for learning in the classroom. The aforementioned allowance shall be provided in

cash, and is fixed at Eight Thousand Pesos (P8,000.00) per teacher per school year, subject to periodic increases as may be necessary.

SEC. 6. *Medical Examination and Treatment Allowance.* – A medical examination and treatment allowance for the annual physical and mental health treatments is hereby fixed at Ten Thousand Pesos (P10,000.00) per teacher per school year, subject to periodic increases as may be necessary.

The Secretary of Education shall set the guidelines in the implementation and entitlement of the medical examination and treatment allowance of public school teachers.

SEC. 7. *Adjustment of Salaries.* – To preserve the objectives of this Act, the amount of public school teachers salaries shall be reviewed every two (2) years by the Secretary of Education or his or her representatives. The Secretary of Education shall submit his or her recommendations to both houses of Congress: *Provided*, That his or her recommendation must state whether or not the aforementioned salaries shall be increased.

SEC. 8. *Periodic Review of Allowances.* – The Secretary of Education is hereby mandated to conduct a periodic review of the allowances, taking into account the current prices of classroom supplies and medical treatments, and recommend the necessary increase in the amount of the salaries and allowances.

SEC. 9. *Priority in Budget Allocation.* – The Government shall appropriate such amount as may be necessary to carry out the objectives of this Act: *Provided*, That the salary increase of teaching personnel in public schools under the DepEd shall take priority over non-educational and non-agricultural budgetary allocations.

SEC. 10. *Implementing Rules and Regulations.* – Within ninety (90) days from the effectivity of this Act, DepEd in coordination with the Department of Budget and Management shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SEC. 11. *Separability Clause.* – If any portion or provision of this Act is subsequently declared invalid or unconstitutional, other provisions hereof which are not affected thereby shall remain in full force and effect.

SEC. 12. *Repealing Clause.* – Any law, presidential decree or issuance, executive order, letter of instruction, rule or regulation inconsistent with the provisions of this Act is hereby repealed or modified accordingly.

SEC. 13. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in the Official Gazette and at least two (2) newspapers of national circulation.

Approved,