

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
First Regular Session

HOUSE BILL NO. 8866



Introduced by HON. PHILIP CONRAD “DOK BONG” M. ACOP

AN ACT
UPGRADING THE MINIMUM SALARIES OF PUBLIC SCHOOL TEACHERS
TO SALARY GRADE 15, TEACHING PERSONNEL IN HIGHER
EDUCATION TO SALARY GRADE 16, AND OF NON-TEACHING
PERSONNEL TO SIXTEEN THOUSAND PESOS (PHP 16,000.00)

EXPLANATORY NOTE

The proposed legislation represents a landmark shift in the Philippine government’s approach to human capital development. By mandating the upgrading of minimum salaries—elevating Public School Teachers to Salary Grade 15, Higher Education Teaching Personnel to Salary Grade 16, and Non-Teaching Personnel to a minimum of ₱16,000.00—this proposed bill breathes life into the constitutional mandate to prioritize education.

The strength of a nation is not measured solely by its infrastructure or its GDP, but by the intellectual and moral fiber of its citizens. At the heart of this development lies the education sector—a complex ecosystem powered by the faculty and non-teaching personnel. For too long, the compensation for these essential workers has lagged behind the rising cost of living and the immense responsibility they shoulder. Upgrading the minimum salaries across these roles is not merely a matter of labor equity; it is a critical investment in the country’s stability and progress.

Teachers are the primary architects of nation-building. They do far more than transmit facts; they mold the values, critical thinking skills, and civic consciousness of the next generation. A teacher in a remote public school or a professor in a state university is directly responsible for preparing the workforce, fostering innovation, and ensuring that democracy is upheld by an informed electorate.

When we speak of “human capital,” we are speaking of the product of a teacher’s labor. Without high-quality instruction, a nation’s potential remains dormant. Therefore, the teacher is the catalyst that transforms raw potential

into the professional leaders, scientists, and skilled workers who drive a country forward.

Financial stress is the enemy of pedagogical excellence. A teacher worried about debt or the next meal cannot bring the necessary energy and creativity to the classroom. Upgrading the minimum wage is an economic necessity to provide these professionals with a “living wage” that grants them the dignity their profession deserves. It allows them to focus entirely on their students rather than seeking secondary sources of income to survive.

When we invest in teachers, we are investing in the quality of our future doctors, engineers, farmers, and leaders. To leave the chief caretakers of the national mind in a state of financial insecurity is to compromise the very foundation upon which the Republic stands.

Upgrading the salaries of our educational workforce is a profound statement of national priorities. It recognizes that those who shape the mind of the nation should not live on the margins of its economy. By ensuring that public school teachers, higher education faculty, and non-teaching personnel are compensated fairly, we secure the foundation of our society. It is an act of foresight—an investment that pays dividends in the form of a more educated, productive, and resilient citizenry.

By securing the welfare of those who teach and those who support the learning environment, the State secures its own future. The passage of this bill is an absolute necessity for a nation that aspires to be a global leader in the 21st century. To build a great nation, we must first sustain those who build its people.

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


HON. PHILIP CONRAD “DOK BONG” M. ACOP

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

SECTION 1. Declaration of Policy. – It is hereby declared the policy of the State to alleviate the living conditions of government employees and to guarantee employees’ rights to living wage. The State policies of ensuring that education receives the highest budgetary priority and 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 are hereby reiterated. In the formulation of decisions with regard to education reforms, the State shall likewise hold paramount the protection and promotion of the right of citizens to quality education at all levels and the rights of education workers to human conditions of work and a living wage.

SEC. 2. Raising of the Minimum Salaries of Public School Teachers in basic Education. – The present minimum salary grade level of public school teachers shall be upgraded from Salary Grade 11 to Salary Grade 15. Salary grade levels of those occupying higher positions shall be adjusted accordingly.

SEC. 3. Raising of the Minimum Salaries of Public Teaching Personnel in Higher Education. – The present minimum salary grade level of teaching personnel or instructors in public universities and colleges shall be upgraded

from Salary Grade 12 to Salary Grade 16. Salary grade levels of all other teaching personnel occupying higher positions shall be adjusted accordingly.

SEC. 4. *Raising of the Minimum Salaries of Regular Employees in Public Elementary and High Schools.* - The present salary of a regular entry-level position in government service shall not be less than Sixteen Thousand Pesos (PHP16,000) a month. The salaries of those occupying higher positions shall be adjusted accordingly.

SEC. 5. *Annual Adjustment of Salaries.* - Salaries of public school teachers and 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 public sector unions, shall recommend to Congress the appropriation of the necessary funds.

SEC. 6. *Monitoring and Oversight.* - A joint Congressional Oversight Committee of both the Senate and the House of Representatives shall be created to oversee the implementation of this Act.

SEC. 7. *Rules and Regulations.* - The Department of Education, the Commission on Higher Education, and the DBM shall promulgate the necessary rules and regulations of the provisions of this Act.

SEC. 8. *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.

SEC. 9. *Separability Clause.* - Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SEC. 10. *Repealing Clause.* - All laws, executive orders, presidential decrees, rules and regulation or parts thereof inconsistent with any provisions of this Act are hereby repealed, amended, or modified accordingly.

SEC. 11. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved,