

1 Republic of the Philippines
2 **HOUSE OF REPRESENTATIVES**
3 Batasan Hills, Quezon City
4

5
6 **TWENTIETH CONGRESS**
7 First Regular Session
8

9 **8968**
10 **HOUSE BILL No. _____**
11



12 -----
13 Introduced by
14 **ACT Teachers Party-List Rep. ANTONIO L. TINIO,**
15 **Gabriela Women's Party Rep. SARAH JANE I. ELAGO,**
16 **and KABATAAN Party-List Rep. RENEE LOUISE M. CO**
17 -----

18
19 **AN ACT**
20 **INCREASING THE MINIMUM SALARIES OF**
21 **TEACHING PERSONNEL IN HIGHER EDUCATION TO ₱50,000**
22 **AND APPROPRIATING FUNDS THEREFOR**
23

24
25 **EXPLANATORY NOTE**
26

27 This Bill aims to increase the minimum salary grade level of higher education
28 personnel in state universities and colleges (SUCs) and local universities and colleges
29 (LUCs) to ₱50,000 per month. This is in line with the constitutional mandates of
30 according priority to education, and upholding the right of all citizens to accessible
31 quality education at all levels, under Sections 1 and 17 of Article XIV, respectively.
32 This also gives life to the constitutional mandate for government to enhance the right
33 of all teachers to professional advancement (Section 5 (4) of Article XIV) and to
34 ensure that teaching will attract and retain its rightful share of the best available talents
35 through adequate remuneration (Section 5 (5) of Article XIV).
36

37 This Bill seeks to address the substantial salary gaps between instructors and
38 professors in SUCs and LUCs on one hand and persons in comparable occupations or
39 with similar qualifications here and abroad on the other.
40

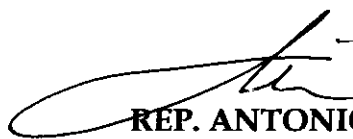
41 Currently, an entry-level Instructor I in a public higher education institution
42 receives a basic salary of ₱33,947 monthly. In stark contrast, Second
43 Lieutenant/Ensign—the lowest rank received by the graduates of the Philippine
44 Military Academy—receives ₱46,020 monthly, while a First Lieutenant/Lieutenant
45 Junior Grade receives ₱52,004 monthly. This measure proposes to raise the entry-
46 level salary of an Instructor I to ₱45,694/month in 2026.

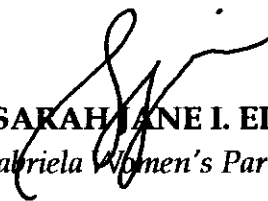
1
2 Furthermore, in accordance with the equal protection clause of the Constitution
3 and the principle of equal pay for equal work, teaching personnel in SUCs and LUCs,
4 who generally share similar teaching loads and working conditions, shall be paid
5 based on the same salary scale and schedule.
6

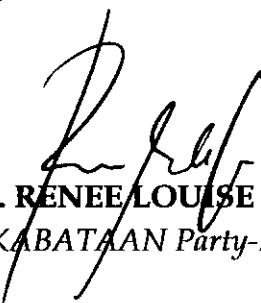
7 Adequately compensating our teaching personnel in higher education will
8 afford them a decent and dignified standard of living commensurate with the valuable
9 service they render in educating our youth, will fully remunerate them for their hard
10 work, and ensure to them a just return of the taxes they are faithfully paying.
11

12 This Bill also parallels the demand of the rest of those dutifully toiling in the
13 civilian bureaucracy for substantial salary increases and for a national minimum salary
14 of ₱36,000, the demand to increase the entry-level salary of public school teachers to
15 ₱50,000, as well as the demand of workers in the private sector for a national
16 minimum daily wage of ₱1,200.
17

18 For these reasons, immediate approval of this Bill is sought.
19


REP. ANTONIO L. TINIO
ACT Teachers Party-List


REP. SARAH JANE I. ELAGO
Gabriela Women's Party


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24
25 *Be it enacted in the Senate and the House of Representatives of the Philippines in*
26 *Congress assembled:*
27

28 **SECTION 1. *Short Title.*** This Act shall be known as "***Minimum Salary of Public***
29 ***Higher Education Teaching Personnel Act of 2026.***"
30

31 **SEC. 2. *Reiteration of Policy.*** The policy of the State to ensure that education
32 receives the highest priority in governance, and that teaching will attract and retain its
33 rightful share of the best available talents through adequate remuneration and other
34 means of job satisfaction and fulfillment is hereby reiterated.
35

36 **SEC. 3. *Raising of the Minimum Salary Grade Level.*** The present minimum
37 monthly salary for public school teachers shall be equivalent to Fifty Thousand Pesos
38 (₱50,000) per month: *Provided*, That salaries of those occupying higher positions
39 shall be adjusted accordingly.
40

41 **SEC. 4. *Coverage.*** This Act shall cover all higher education teaching personnel in
42 public universities and colleges, whether funded by the national or local government.
43

44 **SEC. 5. *Priority in Budget Allocation.*** The Government shall appropriate such
45 amount as may be necessary to carry out the objectives of this Act: *Provided*, That the

1 salary increase mandated by this Act shall take priority over non-education and non-
2 agricultural budgetary allocations.

3
4 **SEC. 6. *Implementing Rules and Regulations.*** The Commission on Higher
5 Education, the Civil Service Commission, and the Department of Budget and
6 Management shall jointly, within thirty (30) days from the effectivity of this Act,
7 promulgate the rules and regulations necessary to implement this Act.

8
9 **SEC. 7. *Appropriations.*** The initial funding required for the implementation of this
10 Act shall be sourced from the savings of the Executive Branch of the government and
11 other possible sources that may be determined by the Office of the President.
12 Subsequent funds needed shall be included in the General Appropriations Act for the
13 year following the implementation of this Act.

14
15 **SEC. 8. *Repealing Clause.*** All laws, decrees, orders, rules and regulations, and other
16 issuances inconsistent with the provisions of this Act are hereby repealed or modified
17 accordingly.

18
19 **SEC. 9. *Separability Clause.*** If, for any reason, any provision of this Act is held
20 unconstitutional, all other provisions not affected thereby shall continue to be in full
21 force and effect.

22
23 **SEC. 10. *Effectivity.*** This Act shall take effect fifteen (15) days after its publication
24 in the Official Gazette or one (1) newspaper of general circulation.

25
26
27 *Approved,*