



Republic of the Philippines
House of Representatives



20th CONGRESS
Second Regular Session

HOUSE BILL NO. **9836**

Introduced by Hon. Charisse Anne C. Hernandez

EXPLANATORY NOTE

Article XIV, Section 1 of the 1987 Constitution mandates the State to protect and promote the right of all citizens to quality education at all levels and to take appropriate steps to make such education accessible to all. The Constitution likewise recognizes the vital role of teachers in nation-building and directs the State to enhance their welfare and working conditions.

Public school teachers serve as the backbone of the country's educational system. They are entrusted with the responsibility of molding future generations and equipping learners with the knowledge, skills, values, and competencies necessary for national development. Despite the indispensable role they play, many public school teachers continue to face economic challenges due to the rising cost of living and increasing demands of their profession.

At present, Teacher I positions in the public school system are classified under Salary Grade Eleven (11). While previous salary standardization laws have gradually increased compensation in government service, many teachers continue to struggle to provide adequately for their families, pursue professional development, and meet the growing financial demands associated with teaching. The growing complexity of the teaching profession, coupled with the increasing expectations placed upon educators in implementing curriculum reforms, integrating technology, managing larger class sizes, and addressing diverse learning needs, warrants a more responsive compensation structure.

This measure seeks to upgrade the entry-level salary grade of public school teachers from Salary Grade Eleven (11) to Salary Grade Fifteen (15) and correspondingly adjust the salary grades of higher teaching positions. By providing a more competitive compensation package, the State can attract and retain highly qualified educators, boost teacher morale, improve educational outcomes, and recognize the invaluable contribution of teachers to nation-building.

Investing in teachers is investing in the future of the nation. A dignified salary for educators is not merely a matter of compensation but a recognition of their crucial role in shaping the country's human capital and economic progress.

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

A handwritten signature in black ink, appearing to read 'Charisse', with a large, stylized flourish at the end.

CHARISSE ANNE C. HERNANDEZ
Lone District, Calamba City

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

House Bill No. 9836

Introduced by Honorable Charisse Anne C. Hernandez

AN ACT UPGRADING THE SALARY GRADE LEVEL OF PUBLIC SCHOOL TEACHERS FROM SALARY GRADE ELEVEN (11) TO SALARY GRADE FIFTEEN (15), AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 4670, OTHERWISE KNOWN AS THE "MAGNA CARTA FOR PUBLIC SCHOOL TEACHERS," AND FOR OTHER PURPOSES

EXPLANATORY NOTE

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 "*Marangal na Sahod Para sa Guro Act*."

SEC. 2. Declaration of Policy. It is hereby declared the policy of the State to promote and improve the social and economic well-being of public school teachers by ensuring that their compensation is commensurate with the importance of their duties and responsibilities in nation-building and educational development.

SEC. 3. Coverage. This Act shall cover all teaching positions in the Department of Education (DepEd), including Teacher I, Teacher II, Teacher III, Teacher IV, Teacher V, Teacher VI, Master Teacher I, Master Teacher II, Master Teacher III, Master Teacher IV, Master Teacher V, Master Teacher VI and such other teaching positions as may be established by law.

SEC. 4. Upgrading of Salary Grade. The entry salary grade of public school teachers shall be upgraded from Salary Grade 11 to Salary Grade 15 and correspondingly adjust the salary grades of higher teaching positions.

The Department of Budget and Management (DBM), in coordination with the Department of Education (DepEd) and the Civil Service Commission (CSC), shall formulate the necessary position classification and compensation adjustments consistent with this Act.

SEC. 5. Non-Diminution of Benefits. Nothing in this Act shall be construed to diminish any existing salary, allowance, benefit, incentive, or privilege presently enjoyed by public school teachers under existing laws, rules, and regulations.

SEC. 6. Funding. The amount necessary for the initial implementation of this Act shall be charged against the current appropriations of the Department of Education. Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual General Appropriations Act.

SEC. 7. Implementing Rules and Regulations. Within ninety (90) days from the effectivity of this Act, the Department of Education, the Department of Budget and Management, and the Civil Service Commission shall jointly promulgate the necessary rules and regulations for the implementation of this Act.

SEC. 8. Separability Clause. If any provision of this Act is declared unconstitutional or invalid, the remaining 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, or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended, 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,