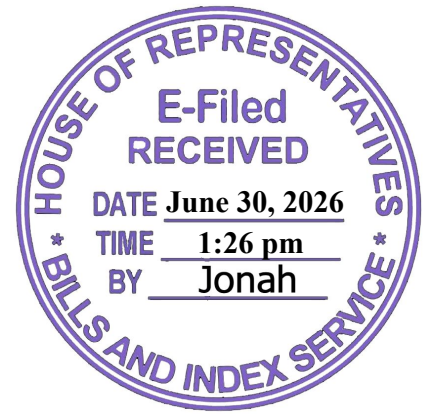


TWENTIETH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session



HOUSE OF REPRESENTATIVES
HOUSE BILL NO. 9973

Introduced by REPRESENTATIVE MA. NINA FRANCESCA P. LACSON

EXPLANATORY NOTE

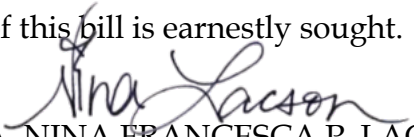
Special Education (SPED) teachers perform highly specialized functions that go beyond conventional classroom instruction. They are required to address diverse learning needs, manage individualized education plans, and provide targeted interventions for learners with disabilities, all of which demand advanced training, specialized competencies, and sustained emotional and professional commitment.

Despite the critical nature of their role in delivering inclusive and equitable education, the current compensation framework for SPED teachers does not adequately reflect the complexity, intensity, and expertise required in their work. This disparity has contributed to challenges in recruitment, retention, and professional development within the SPED sector, ultimately affecting the quality and accessibility of services for learners with special needs.

This bill seeks to upgrade the minimum salary grade level of SPED teachers from Salary Grade 14 to Salary Grade 22 in recognition of their specialized qualifications and responsibilities. The proposed adjustment aligns compensation with the level of technical expertise required, while providing a meaningful incentive to attract and retain qualified educators in the field of special education.

Moreover, strengthening support for SPED teachers is integral to the State's commitment to inclusive education and equal access to learning opportunities for all Filipinos. A well-supported SPED workforce ensures that learners with disabilities receive appropriate interventions and are meaningfully integrated into the education system. By providing just and commensurate compensation, this measure aims to enhance the delivery of SPED services, improve educational outcomes for learners with special needs, and uphold the State's obligation to promote inclusive and quality education.

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


MA. NINA FRANCESCA P. LACSON
Manila Teachers Partylist

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HOUSE OF REPRESENTATIVES
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AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF SPED TEACHERS
FROM SALARY GRADE 14 TO 22

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

SECTION 1. *Increase in the Minimum Salary Grade Level.* - The present minimum salary grade level of public-school Special Education (SPED) teachers in the elementary and secondary schools shall be upgraded from Grade 14 to Grade 22: Provided, however, That the salary upgrading shall be differentiated in accordance with the 5 qualifications and length of service rendered by teachers and shall not be prejudiced by across-the-board salary adjustments.

SECTION 2. *Priority in Budget Allocation.* - The National Government shall appropriate such amount, as may be necessary to carry out the objectives of this Act: Provided, That the salary increase of public-school SPED teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

SECTION 3. *Appropriations.* - The Department of Education (DepEd) shall come up with a specific programmed budget needed to cover the expenses for the upgrading in salary levels for all the corresponding SPED teacher plantilla positions for a period of at least five (5) years to allow the Department of Budget and Management (DBM) to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

The amount necessary to implement the provisions of this Act shall be included in the General Appropriations Act for the year following the approval of this Act.

SECTION 4. *Implementing Rules and Regulations.* - The DepEd and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this

Act.

SECTION 5. *Repealing Clause.* - All provisions of laws, orders, decrees, including rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SECTION 6. *Separability Clause.* - If any part or provision of this Act shall be held unconstitutional or invalid, other provisions hereof which are not affected thereby shall continue to be in full force and effect.

SECTION 7. *Effectivity.* - This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,