



Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 11023



Introduced by Representative Ann Matibag

AN ACT

PROVIDING FOR FIFTEEN THOUSAND PESOS (PHP 15,000) ACROSS THE BOARD INCREASE IN THE BASIC MONTHLY SALARY OF TEACHERS AND EMPLOYEES IN THE PUBLIC BASIC EDUCATION AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

Education is the foundation of a strong, progressive, and inclusive nation. At the heart of our public education system are the teachers and employees who dedicate their knowledge, skills, time, and energy to shaping the future of our children and strengthening the human capital of our country.

Every day, public school teachers and education personnel perform responsibilities that go far beyond the traditional boundaries of their jobs. Teachers prepare lessons, assess learners, provide individualized support, address learning gaps, manage classrooms, and respond to the diverse needs of students. Non-teaching personnel, meanwhile, provide essential administrative, technical, and support services that ensure the continuous and effective delivery of basic education.

Despite the vital nature of their work, many public school teachers and employees continue to face increasing financial pressures brought about by the rising cost of food, transportation, housing, utilities, healthcare, and other basic necessities. The demands of the profession have likewise continued to grow, with education personnel being called upon to perform increasingly complex responsibilities in an evolving educational environment.

The State recognizes the invaluable contribution of teachers and education personnel to national development. The 1987 Constitution declares that the State shall assign the highest budgetary priority to education and shall 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.

Providing adequate and competitive compensation is not merely an issue of employee welfare. It is an investment in the quality and stability of our public education system. Fair and meaningful increases in salaries can help improve the economic well-being of education personnel, strengthen employee morale, promote retention, and encourage qualified and competent individuals to remain in or enter the public education service.

In recognition of their indispensable contribution to the Filipino people, this measure seeks to grant an **across-the-board increase of Fifteen Thousand Pesos (P15,000.00) in the basic monthly salary of teachers and employees in public basic education**. To ensure fiscal sustainability and facilitate the orderly implementation of the measure, the proposed increase shall be implemented in three tranches: **P6,000.00 in the first year, P5,000.00 in the second year, and P4,000.00 in the third year**.

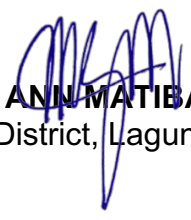
The proposed salary increase shall be granted in addition to existing salary adjustments under applicable salary standardization laws and shall not prejudice any succeeding salary increases that may be granted to government employees pursuant to law.

The measure further recognizes that the welfare of teachers and education personnel is directly connected to the quality of education that our children receive. By providing them with better compensation and stronger economic security, the government can help create a more motivated, committed, and resilient public education workforce capable of responding to the changing needs of Filipino learners.

Our teachers and education personnel are not merely government employees. They are builders of communities, shapers of minds, and partners in nation-building. Their work creates opportunities, transforms lives, and lays the foundation for the country's future.

It is therefore imperative that the State provide them with compensation commensurate with the importance of their work and the responsibilities they carry. This measure seeks to reaffirm our commitment to the men and women who serve at the frontlines of public education and to ensure that their dedication and sacrifices are met with meaningful support from the government.

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


REP. ANN MATIBAG
First District, Laguna



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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 “Dagdag Sahod for Public Basic Education Teachers and Employees Act”.

Sec. 2. Declaration of Policy - It is the policy of the State to promote and improve the economic status and well-being of teachers and employees in the education sector. Towards this end, the State shall provide the highest budgetary priority to education and to provide adequate remuneration of teachers and employees in the public education system.

Sec. 3. Coverage - This Act shall cover all public school teachers and employees directly engaged in the delivery of basic education services in line with the curriculum and learning modalities recognized by the Department of Education.

Sec. 4. Increase in Basic Monthly Salary - All teachers and employees in public basic education, regardless of their length of service and employment status are entitled to an across-the-board increase of Fifteen Thousand Pesos (PhP 15,000.00) to their basic monthly salary.

Provided, that this increase is to be implemented in addition to the existing Salary Standardization Law and shall not be construed as an exemption from succeeding salary increases for government employees.

Sec. 5. Salary Increases Schedule - The salary increases shall be given in three tranches under the following schedule:

Year 1 - 6,000.00

Year 2 - 5,000.00

Year 3 - 4,000.00

Provided that the salary schedule shall be implemented starting January 1 of the year after the enactment of this Act, and every January 1 of the year thereafter.

Sec. 6. Appropriations. - The amount necessary to implement the provisions of this Act shall be provided in the General Appropriation Act.

Sec. 7. Implementing Rules and Regulations. - The Department of Budget and Management (DBM), in consultation with the Department of Education (DepEd) and teachers' unions and organizations, shall promulgate within sixty (60) days after the effectivity of this Act the necessary rules and regulations for its effective and immediate implementation.

Sec. 8. Repealing Clause. - All laws, decrees, executive orders, rules, and regulations, which are inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

Sec. 9. Effectivity. - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in newspapers of general circulation.

Approved,