



Introduced by Representative ANTOLIN “LENLEN” A. ORETA III

AN ACT
INCREASING THE MINIMUM SALARIES OF PUBLIC SCHOOL TEACHERS TO P50,000 AND
APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

The amendments to the Salary Standardization Law in 2020 and 2024 were meant to uplift government workers, but the truth is that public school teachers still live on salaries that cannot sustain a decent life for their families. The imbalance between the pay of rank-and-file employees and that of top officials is stark and unjust. A Teacher I, earning ₱30,024 monthly, falls short of the family living wage of ₱36,510 for a household of five. This is not just about figures—it is about the daily reality of teachers who, despite years of training and professional qualifications, struggle to provide food, shelter, and education for their own children. Meanwhile, officials in the highest salary grades earn hundreds of thousands of pesos monthly, and uniformed personnel have already benefited from substantial increases, leaving teachers behind despite their equally vital role in nation-building.

According to the Department of Budget and Management and the Department of Education (2022 Manpower Information System), about 803,272 teachers occupy positions from Teacher I to Teacher III. These educators, who carry the weight of the country’s education system, continue to earn salaries that are insufficient to meet the rising cost of living. In contrast, top officials in Salary Grades 31 to 33 earn between ₱293,191 and ₱438,844 monthly. Even after the last tranche of SSL V and the 2025 installment of SSL VI, teachers remain disadvantaged compared to military and uniformed personnel whose salaries were doubled under the Duterte administration. Teachers, despite their higher qualifications, were granted increases of only 4.95% to 5.6%—a small adjustment that is quickly consumed by inflation, excise taxes under the TRAIN Law, and income taxes that reduce their take-home pay.

The economic pressures faced by teachers are severe. Inflation steadily widens the gap between their salaries and the family living wage, while the COVID-19 pandemic and the international oil crisis have worsened their financial struggles. The Philippine Statistics Authority reported that in May 2025, the consumer price index in the National Capital Region reached 123.9. This means that what ₱100 could buy in 2018 now costs ₱123.90. In real terms, a basket of goods that once filled a household pantry seven years ago now barely covers half of it. For teachers earning ₱30,024 monthly, the rising costs of fuel and basic commodities make it nearly impossible to sustain their families. It is no surprise that many choose to work abroad, where they can earn three to eight times more than their current salaries, despite the risks and hardships.

This bill seeks to provide substantial salary increases for public school teachers to bridge the gap between their current pay and the actual cost of living. It also mandates annual adjustments to ensure that salaries keep pace with inflation and addresses the distortion created by the disproportionate increases granted to military and uniformed personnel. The Department of Budget and Management, in consultation with public sector unions, will be tasked to recommend to Congress the appropriation of the necessary funds.

Passing this measure transcends the issue of wages; it is a matter of fairness, dignity, and justice. Teachers constitute the backbone of our education system, and their invaluable service must be recognized not merely through rhetoric but through decisive action. Any delay in the enactment of this measure is tantamount to denying them the dignity they rightfully deserve and to undermining the very foundation of our nation's future.

Educators have long expressed apprehension that the final adjustment under the Salary Standardization Law will once again replicate the inequitable pattern of past amendments—granting meager increases to rank-and-file employees while leaving them behind for extended periods without meaningful adjustments. This proposed legislation seeks to break that cycle and to ensure that teachers, together with other government employees, are accorded just and equitable compensation, thereby affirming their indispensable role in nation-building.

For the foregoing reasons, the passage of this bill is sought.



ANTOLIN “LENLEN” A. ORETA III
Lone District of Malabon City

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

HOUSE BILL NO. 11209

Introduced by Representative ANTOLIN “LENLEN” A. ORETA III

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

- 1 **SECTION 1. Declaration of policy.** It is hereby declared the policy of the State to alleviate the
2 living conditions of government employees and to guarantee employees rights to living wage. The
3 State policies of ensuring that education receives the highest budgetary priority and that teaching
4 will attract and retain its rightful share of the best available talents through adequate remuneration
5 and other means of job satisfaction and fulfillment are hereby reiterated. In the formulation of
6 decisions with regard to education reforms, the State shall likewise hold paramount the protection
7 and promotion of the right of citizens to quality education at all levels and the rights of education
8 workers to human conditions of work and a living wage.
- 9 **SEC. 2. Raising of minimum salaries for public school teachers in basic education.** The present
10 minimum monthly salary for public school teachers shall be equivalent to Fifty Thousand Pesos
11 (P50,000) per month or equivalent to salary grade (SG) 15 of the Salary Standardization Law, as
12 amended, or whichever is higher, Provided. That salaries of those occupying higher positions shall
13 be adjusted accordingly.
- 14 **SEC. 3. Annual adjustment of salaries.** Salaries of public school teachers shall be adjusted annually
15 to keep pace with the cost of living. The Department of Budget and Management (DBM), upon
16 consultation with the unions and organizations of public school teachers, shall recommend to
17 Congress the appropriation of the necessary funds.
- 18 **SEC. 4. Rules and regulations.** The Department of Education, the Commission on Higher
19 Education, and the DBM shall, upon consultation with the unions and organizations of public school
20 teachers, promulgate the necessary rules and regulations of the provisions of this Act.
- 21 **SEC. 5. Appropriations.** The amount necessary for the initial implementation of this Act shall be
22 taken from current appropriations. Thereafter, funds needed in subsequent years shall be included
23 in the General Appropriations Act.
- 24 **SEC. 6. Separability clause.** Should any provision herein be declared unconstitutional, the same
25 shall not affect the validity of the other provisions of this Act.
- 26 **SEC. 7. Repealing clause.** All laws, decrees, orders, rules and regulations or other issuances or parts
27 thereof inconsistent with the provisions of this Act are hereby repealed.
- 28 **SEC. 8. Effectivity.** This Act shall take effect fifteen (15) days after its publication in the Official
29 Gazette or in a newspaper of general circulation.
- 30 *Approved,*