

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

TWENTIETH CONGRESS
Second Regular Session

House Bill No. 11478



Introduced by Representative Timothy Joseph Cayton

EXPLANATORY NOTE

Section 5(5), Article XIV of the 1987 Constitution commands that the State “shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration.”¹ Of all the professions in the public service, teaching alone is singled out in the Constitution for a guarantee of adequate remuneration. That guarantee remains unfulfilled.

A Teacher I presently earns Thirty Thousand Twenty-Four Pesos (PhP 30,024.00) monthly,² below the family living wage of Thirty-Six Thousand Five Hundred Ten Pesos (PhP 36,510.00) estimated for a household of five.³ Some eight hundred three thousand two hundred seventy-two (803,272) personnel occupy Teacher I to Teacher III positions. While officials in Salary Grades 31 to 33 receive between Two Hundred Ninety-Three Thousand One Hundred Ninety-One Pesos (PhP 293,191.00) and Four Hundred Thirty-Eight Thousand Eight Hundred Forty-Four Pesos (PhP 438,844.00) monthly, teachers were granted increases of only 4.95% to 5.6%. Many take on part-time work or leave for posts abroad.

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


ATTY. TIMOTHY JOSEPH E. CAYTON, PhD.
Representative
Lone District of Nueva Vizcaya

¹ Constitution (1987), art. XIV (Education, Science and Technology, Arts, Culture, and Sports), sec. 5, par. 5.

² Executive Order No. 64: Updating the salary schedule for civilian government personnel and authorizing the grant of an additional allowance, and for other purposes

³ PH daily wage too low to meet family living wage, says Ibon Foundation.

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House Bill No. **11478**

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**AN ACT ESTABLISHING A MINIMUM BASIC MONTHLY SALARY OF
FIFTY THOUSAND PESOS (P50,000.00) FOR PUBLIC SCHOOL
TEACHERS AND APPROPRIATING FUNDS THEREFOR**

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

SECTION 1. Short Title. – This Act shall be known as the “*Tamang
Sahod para sa Guro Act.*”

SEC. 2. Declaration of Policy. – It is hereby declared the policy of
the State to assign the highest budgetary priority to education and to ensure
that teaching attracts and retains its rightful share of the best available
talents through adequate remuneration.

SEC. 3. Coverage. – This Act shall cover all persons occupying
teaching positions in public elementary and secondary schools, including
those performing supervisory or administrative functions therein, as
contemplated under Republic Act No. 4670, otherwise known as the “*Magna
Carta for Public School Teachers,*” but excluding those in the professorial
staff of state universities and colleges. As used herein, *basic monthly salary*
refers to the compensation corresponding to the salary grade and step of the
position, exclusive of allowances, bonuses, honoraria and other
emoluments.

SEC. 4. Minimum Basic Monthly Salary. – No public school teacher
shall receive a basic monthly salary lower than Fifty Thousand Pesos (PhP
50,000.00), or the rate corresponding to the salary grade and step of the
position under Republic Act No. 11466, otherwise known as the “*Salary
Standardization Law of 2019,*” as amended, whichever is higher.

SEC. 5. Preservation of Salary Differentials. – The Department of
Budget and Management shall adjust the basic monthly salaries of public
school teachers occupying positions higher than the entry-level teaching
position so as to maintain the percentage differentials between successive
salary grades and steps existing immediately prior to the effectivity of this

Act: *Provided*, That in no case shall the basic monthly salary of a higher position be equal to or lower than that of a position subordinate to it.

SEC. 6. Implementation Schedule. – The difference between the basic monthly salary received by a public school teacher immediately prior to the effectivity of this Act and the salary to which the teacher becomes entitled under Sections 4 and 5 hereof shall be granted in three (3) equal annual tranches, the first to take effect on the first day of January of the year following the effectivity of this Act, and the second and third on the first day of January of each year thereafter.

SEC. 7. Annual Adjustment. – Beginning the year following the third tranche, the rates under Sections 4 and 5 shall be adjusted annually in accordance with the annual change in the consumer price index published by the Philippine Statistics Authority as certification of the Department of Budget and Management.

SEC. 8. Relation to the Salary Standardization Law. – The rates prescribed herein shall be observed notwithstanding the salary schedule under Republic Act No. 11466, as amended, and subsequent issuances adjusting the compensation of civilian government personnel, in recognition of the distinct constitutional mandate.

SEC. 9. Implementing Rules and Regulations. – Within ninety (90) days from the effectivity of this Act, the Department of Budget and Management, in consultation with the Department of Education, the Civil Service Commission and duly accredited organizations of public school teachers, shall promulgate the rules and regulations necessary to carry out the provisions hereof.

SEC. 10. Appropriations. – The amount necessary for the initial implementation of this Act shall be charged against the current year's appropriations of the Department of Education.

SEC. 11. Separability Clause. – If any provision of this Act is declared unconstitutional, the remaining provisions not affected thereby shall continue to be in full force and effect.

SEC. 12. Repealing Clause. – All laws, decrees, executive orders, rules and regulations and other issuances or parts thereof inconsistent with this Act are hereby repealed, amended or modified accordingly.

SEC. 13. Effectivity Clause. – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved.