

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City, Metro Manila

EIGHTEENTH CONGRESS
3rd Regular Session

House Bill No. 10524



Introduced by Representative ERIC GO YAP

EXPLANATORY NOTE

Article XIV, Section 5 (5) of the 1987 Constitution provides 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 and other means of job satisfaction and fulfillment.”

In January 2020, Republic Act No. 11466 or the Salary Standardization Law of 2019, was enacted into law. While it modified the salary schedule for civilian government personnel and authorize the grant of additional benefits, it did not include the increase the salary grade of teachers as stipulated House Bill No. 1895, which was consolidated as part of the house measure preceding the Republic Act.

Teachers are among the most overworked but underpaid workers in the country. Especially in the midst of the Coronavirus Disease 2019 (COVID-19), their job has increasingly become more difficult with the sudden transition from traditional to online or blended learning methods. They continue to struggle to provide a better educational experience for their students while trying to appropriate their sparse income for their basic necessities.

Their commitment to their profession must not compromise their living conditions. This bill seeks to increase the present minimum Salary Grade (SG) public school teachers from SG 11 to SG 15. It is the responsibility of the State to provide enabling mechanisms for its educators to efficiently fulfill their mandate as civil servants. Also, providing a competitive salary would attract and retain the best and brightest to pursue the teaching profession.

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


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AN ACT
INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING
FUNDS THEREOF

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 teachers in the elementary and secondary schools shall be upgraded from Salary Grade (SG) 11 to SG 15; *Provided, however,* That the salary grade upgrading shall be differentiated in accordance with the qualifications and length of service rendered by teachers and shall not be prejudiced by across the board adjustments.

SEC. 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 teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

SEC. 3. *Budget Required.* 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 teacher plantilla positions for a period of at least five (5) years to allow the Department of Budget and Management (DBM) make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SEC. 4. *Inclusion in the Appropriations 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.

SEC. 5. *Rules and Regulations.* The Department of Education (DepEd) and the Department of Budget and Management (DBM) shall promulgate the necessary rules and regulations to implement the provision of the Act.

SEC. 6. *Repealing Clause.* All laws, decrees, executive orders and proclamations, rules and regulations or parts thereof that are inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 7. *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.

SEC. 8. *Effectivity.* This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in at least two (2) national newspaper of general circulation, whichever comes earlier.

Approved,