

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 2452



Introduced by: Hon. Angelina "Helen" D.L. Tan, M.D.

AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM SALARY
GRADE 11 TO 19

EXPLANATORY NOTE

Article XIV, Section 5 (5) of the 1987 Constitution expressly 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" (emphases supplied).

The plight of our teachers, however, betrays the best intention of the Constitution. Public school teachers are among the most underpaid and/or overworked professionals in our society today. Despite the fact that they are looked upon and heralded as molders of the youth, public school teachers receive a basic salary of Php20,754.00 under Executive Order No. 201. Yet our teachers are considered to be the prime movers of the education system.

If education is a key in the country's global competitiveness, we should raise the quality of education by elevating our teachers' salary grade to a decent level befitting their responsibility as shapers of the young Filipinos' future. In doing so, we would be able to attract and retain its rightful share of the best available talents through adequate remuneration as envisioned by the fundamental law. Hence, the State urgently needs to give priority to their interest and welfare.

To give meaning to the spirit and intent of the foregoing constitutional provision, there is an imperative and indispensable necessity to upgrade the salary grade of our public school teachers.

In view thereof, immediate approval of this bill is earnestly sought

ANGELINA "HELEN" D.L. TAN, M.D.
4th District, Quezon

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Be it enacted by the Senate and the 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 Grade 11 to 19; *Provided, however,* That the salary 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 salary 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 schools 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 (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.

SEC. 4. *Appropriations.* – 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 DepEd and the DBM shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 6. *Repealing Clause.* – All provisions of laws, orders, decrees, as well as rules and regulations inconsistent herewith are hereby repealed and/or modified accordingly.

SEC. 7. *Separability Clause.* – If any part or provision of this Act shall be held unconstitutional or invalid, other parts or provisions thereof which are not affected shall continue to remain 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 a newspaper of general circulation.

Approved,