AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM
SALARY GRADE 11 TO SALARY GRADE 20, AND FOR OTHER PURPOSES

EXPLANATORY NOTE

The country is besieged by a multitude of problems, but none as tremendous and
far-reaching as the critical condition of our educational system today. The substandard
quality of our teachers, the dismal performance of our students, and the staggering
shortage in classrooms and educational materials are roadblocks that keep us from
moving forward.

Thus, keeping in mind that it is the avowed policy of the State, embodied in Section
17, Article II of the Constitution, to “give priority to education, science, and technology,”
it is in pursuit of this mandate that we must focus on improving the system of our schools,
especially the quality of our public school teachers.

Our teachers – entrusted with the primary responsibility for the education of our
children – are painfully inadequate in both quality and quantity. They are educators who
cannot educate. They need to be trained and re-trained, year in and year out, and be kept
up to date on developments in their respective fields – particularly information
technology – so that excellence eventually becomes the norm.

However, we cannot attract good teachers because public school teachers in the
country are underpaid. Based on the third tranche of Executive Order No. 201, Series of
2016, public school teachers receive a gross amount of only ₱20,179.00. This is not enough,
especially after deductions like GSIS premiums, loans, etc. In this regard, this bill seeks to
raise the minimum salary grade of teachers from the current Salary Grade 11 to 20. With
this increase, more qualified and competent educators will be attracted to teach in public
schools. Thus, the passage of this bill is earnestly sought.

TEODORICO "NONONG" T. HAESCO, JR.
AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM
SALARY GRADE 11 TO SALARY GRADE 20, AND FOR OTHER PURPOSES

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 "Teachers Salary Act of 2019."

SEC. 2. 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 11 to Salary Grade 20: 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 adjustments.

SEC. 3. Budget Required. - The Department of Education 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 to make the necessary budgetary adjustments to facilitate the smooth implementation of this Act.

SEC. 4. Inclusion in the General 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 and the Department of Budget and Management shall promulgate the necessary rules and regulations to implement the provisions of this Act.

SEC. 6. Repealing Clause. - All laws, decrees, orders, rules and regulations or other issuances or parts thereof inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 7. Separability Clause. - If any portion or provision of this Act is declared unconstitutional, the remainder of this Act or any provisions not affected thereby shall remain in force and effect.
SEC. 8. Effectivity. - This Act shall take effect after fifteen (15) days following the completion of its publication either in the Official Gazette or in a newspaper of general circulation in the Philippines.

Approved,