Republic of the Philippines

HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 4987

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Introduced by Representative TYRONE D. AGABAS

AN ACT
UPGRADING THE MINIMUM MONTHLY SALARY OF PUBLIC SCHOOL TEACHERS AND NON-TEACHING PERSONNEL FROM SALARY GRADE 11 TO SALARY GRADE 20, AND FROM SALARY GRADE 1 TO SALARY GRADE 8, RESPECTIVELY, AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

This bill seeks to upgrade the minimum monthly salary of public school teachers and non-teaching personnel from Salary Grade 11 to Salary Grade 20, and from Salary Grade 1 to Salary Grade 8.

The State shall enhance the right of teachers to professional advancement. Non-teaching academic and non-academic personnel shall enjoy the protection of the State (Section 5 [4], Article XIV, 1987 Constitution). 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 renumerations and other means of job satisfaction and fulfillment (Section 5[5], Article XIV, 1987 Constitution). To this end, the State shall enact measures that shall advance the economic welfare of our teaching and non-teaching personnel.

Since time immemorial, the teaching profession has been considered as one of the noblest, if not the noblest professions of all. In the field of education, educators have always played a pivotal role as catalysts for various social changes. They are tasked with the heavy responsibility of molding and guiding the young, our students, into what they should be - productive and law-abiding citizens of the country.
Notwithstanding the tedious work and the health hazards attendant to the working environment of our teaching and non-teaching personnel, their commitment has remained steadfast and resolute. In the course of the performance of their duties however, work related illnesses such as pharyngitis, anemia, hypertension, hyperacidity, lung disease and other health hazards set in. With the meager income that they receive, which cannot adequately compensate the day to day sacrifices of our teaching and non-teaching personnel, not to mention the lack of immediate health care available to them, there is a need to upgrade and increase their salaries. Indubitably, our country’s development is anchored on educated citizenry without which we cannot move on and survive as a country.

Hence, this earnest request for the immediate passage of this bill.

TYRONE D. AGABAS
Representative
6th District, Pangasinan
Republic of the Philippines

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SALARY GRADE 11 TO SALARY GRADE 20, AND FROM SALARY
GRADE 1 TO SALARY GRADE 8, RESPECTIVELY, AND
APPROPRIATING FUNDS THEREFOR

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

SECTION 1. Declaration of Policy. – It is the declared policy
of the State to 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
renumeration and other means of job satisfaction and
fulfillment.

SEC. 2. Coverage. – This Act shall cover all teaching and non-
teaching personnel in all public schools in the elementary and
secondary levels, whether nationally or locally funded,
including those in technical-vocational schools and state
universities and colleges.
SEC. 3. **Raising the Minimum Salaries of Public School Teachers.** – The minimum monthly salaries of public school teachers is hereby raised from Grade 11 to Salary Grade 20. The salaries of those occupying higher positions shall be adjusted accordingly.

SEC. 4. **Raising the Minimum Monthly Salaries of Public School Non-Teaching Personnel.** – The minimum monthly salaries of public school non-teaching personnel is hereby raised from Salary Grade 1 to Salary Grade 8. The salaries of those occupying higher positions shall be adjusted accordingly.

SEC. 5. **Priority in Budget Allocation.** – The government shall appropriate such amount as may be necessary to carry out the objectives of this Act: *Provided*, that the salary increase of teaching and non-teaching personnel in public schools shall take priority over non-educational and non-agricultural budgetary allocations.

SEC. 6. **Rules and Regulations.** – The Department of Education and the Department of Budget and Management shall promulgate the necessary rules and regulations for the implementation of this Act.

SEC. 7. **Appropriations.** – The initial funding required for the implementation of this Act shall be sourced from the savings of the Executive Branch of the government and other possible sources that may be determined by the Office of the President, and subsequent funds needed shall be included in the annual
General Appropriations Act for the years following the implementation of this Act.

SEC. 8. Repealing Clause. – All laws, executive orders, rules and regulations, which are inconsistent with this Act are hereby amended, repealed or modified accordingly.

SEC. 9. Effectivity. – This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in any newspaper of general circulation.

Approved,