

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City



**EIGHTEENTH CONGRESS**  
First Regular Session

House Bill No. 2509

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Introduced by HON. ALETA C. SUAREZ

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EXPLANATORY NOTE

One of the primary measures of growth and development of a country is the accessibility and availability of quality education to its citizens. An educated citizenry substantially contributes to nation-building and progress. Our 1987 Constitution puts primary importance to education by giving it the highest budgetary priority. It also mandates the State to protect and promote the right of all citizens to quality education. Despite these policies, our educational system still suffers, and one of the reasons is the lack of teachers and their lack of adequate compensation and benefits.

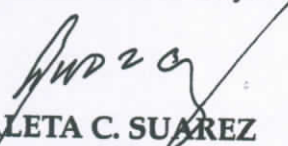
Teachers play a crucial role in shaping future society through the guidance they provide to the younger generation. The work of teachers does not end in the classroom. They spend hours to prepare for class, produce instructional materials, and assess the students' learning throughout the year. This is why the teaching profession requires dedication and hard work. It is saddening that, at present, our teachers receive an unacceptably low amount in exchange for their invaluable service to the nation.

Currently, entry-level teachers are given salary grade 11 as basic compensation, along with other benefits provided for by law. With the rising cost of living, especially in the urban areas, this amount will not suffice to provide for their basic necessities. Moreover, given the weight of their work, there is a need to raise the remuneration received by these hard-working professionals.

Republic Act No. 4670, or the Magna Carta for Public School Teachers, was enacted with a vision of improving the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects in order that

they may compare favorably with existing opportunities in other walks of life, attract and retain in the teaching professions more people with the proper qualifications, it being recognized that advance in education depends on the qualifications and ability of the teaching staff and that education is an essential factor in the economic growth of the national as a productive investment of vital importance (Sec. 1, RA 4670). Pursuant to this law, I am filing this bill, increasing the basic compensation of public school teachers.

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

  
**ALETA C. SUAREZ**  
Representative  
Third District, Quezon Province

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AN ACT UPGRADING THE MINIMUM SALARY OF PUBLIC SCHOOL TEACHERS  
FROM SALARY GRADE 11 TO SALARY GRADE 13, AND APPROPRIATING FUNDS  
THEREFOR

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

**SECTION 1. Declaration of Policy.** - It is hereby declared policy of the State to give priority to education and ensure the right of all persons to quality education that is accessible and available to all. The State shall give highest priority to education in the allocation of the annual national budget and other funds. The State shall also ensure that public school teachers are given adequate compensation, benefits, and other means of job satisfaction and fulfillment to maintain the attractiveness and quality of the teaching profession.

**SEC. 2. Increase in Salary of Public School Teachers.** - There shall be an increase in the minimum salary grades of public school teachers in the elementary, secondary, and tertiary levels, including those in vocational and technical schools, and state universities and colleges, from the present minimum of salary grade 11 to salary grade 13; *Provided*, however, that the salary upgrade shall be differentiated based on the qualifications and length of service rendered by the teachers; *Provided*, further, that nothing in this Act shall be construed to prejudice across the board salary adjustments and reduce any existing benefits and /or allowances of any form provided for by law.

**SEC. 3. Appropriations.** - The National Government, through the Department of Budget and Management, shall appropriate the initial funding for the implementation of this Act and shall thereafter be included in the annual General Appropriations Act passed by Congress.

**SEC. 4. Priority in Budget Allocation.** - The salary increase of public school teachers shall take priority over other non-educational and non-agricultural budgetary allocations.

**SEC. 5. Implementing Rules and Regulations.** - The Department of Education, Commission on Higher Education, Department of Finance, and Department of Budget and Management shall, within sixty (60) days from the effectivity of this Act, promulgate the necessary rules and regulations in the proper and effective implementation of 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.

**SEC. 7. Separability Clause.** - If any provision of this Act shall be declared unconstitutional or invalid, the other provisions not affected shall 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 at least two (2) newspapers of general circulation.

Approved.