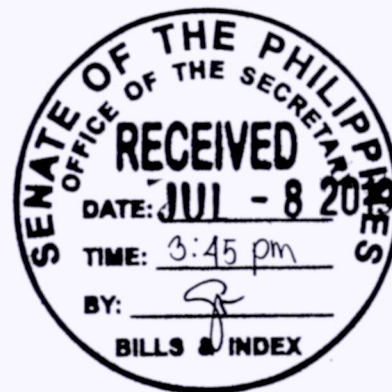


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
*First Regular Session* )

SENATE  
S. No. 302



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**Introduced by SENATOR RAMON BONG REVILLA, JR.**

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

**EXPLANATORY NOTE**

Public school teachers play an indispensable role in nation-building. No less than the highest law of the land recognizes this and has mandated, in Article XIV, Section 5.5, for 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 remuneration and other means of job satisfaction and fulfilment*. Furthermore, the Magna Carta for Public School Teachers provides that the salaries of public school teachers shall (1) *compare favourably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities (Sec 15a)*, and (2) *be such as to insure teachers a reasonable standard of life for themselves and their families (Sec. 15b)*.

However, the government fails to realize this promise and upset public school teachers with the current low pay scheme. The existing salary for entry-level position of Teacher I is P20,754. A typical married teacher with two kids will have a net take home of an estimated P19,000. This is below the estimated P30,120 family living wage<sup>1</sup> in the National Capital Region.

No wonder why most of the public school teachers opt to leave the country and earn dollars in menial jobs than the dignified pedagogical nature that they once held in the country.

This proposed measure seeks to upgrade the minimum salary grade level of public school teachers from Salary Grade 11 to Salary Grade 15, or an equivalent of P20,754 to P30, 531 based on the latest salary schedule. This will hopefully motivate and maintain highly qualified teachers in the country.

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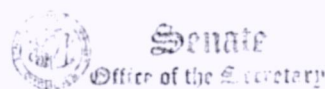
<sup>1</sup> <https://www.ibon.org/workers-left-behind-in-growing-economy-under-duterte-administration/>

The government should afford these unsung heroes their long-delayed pay increase and protect not only the country's present interests through these teachers but also the better future that we are all aiming for.

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

  
**RAMON BONG REVILLA, JR.**


EIGHTEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
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SENATE

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S. No. 302

RECEIVED BY: 

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

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

1 SECTION 1. *Short Title.* – This Act shall be known as “The Public School  
2 Teachers’ Salary Upgrading Act.”

3  
4 Sec. 2. *Reiteration of Policy.* – The policy of the State to ensure that education  
5 receives the highest priority in governance, and that teaching will attract and retain  
6 its rightful share of the best available talents through adequate remuneration and  
7 other means of job satisfaction and fulfillment is hereby reiterated.

8  
9 Sec. 3. *Increase in the Minimum Salary Grade Level.* – The present minimum  
10 salary grade level of public school teachers in the elementary and secondary schools  
11 shall be upgraded from Grade 11 to 15; *Provided, however,* That the salary upgrading  
12 shall be differentiated in accordance with the qualifications and length of service  
13 rendered by teachers and shall not be prejudiced by across-the-board adjustments.

14  
15 Sec. 4. *Coverage.* – This Act shall cover all public school teachers in the  
16 elementary and secondary level, whether nationally and locally funded, including those  
17 in technical and vocational schools and state universities and colleges



1           Sec. 5. *Priority in Budget Allocation.* – The Government shall appropriate such  
2 amount as may be necessary to carry out the objectives of this Act. Provided, that the  
3 salary increase of public school teachers shall take priority over non-educational and  
4 non-agricultural budgetary allocations.

5  
6           Sec. 6. *Budget Required.* – The Department of Education (DepEd) shall come  
7 up with a specific programmed budget needed to cover the expenses for the upgrading  
8 in salary levels for all the corresponding teacher plantilla positions for a period of at  
9 least five (5) years to allow the Department of Budget and Management (DBM) to  
10 make the necessary budgetary adjustments to facilitate the smooth implementation  
11 of this Act.

12  
13           Sec. 7. *Appropriation.* – The source of initial funding required for the  
14 implementation of this Act shall be determined by the DBM, and subsequent funds  
15 needed shall be included in the General Appropriations Act for the year following the  
16 implementation of this Act.

17  
18           Sec. 8. All laws, orders, rules and regulations or parts thereof inconsistent with  
19 this Act are hereby repealed or modified accordingly.

20  
21           Sec. 9. This Act shall take effect fifteen (15) days after its publication in at least  
22 two (2) newspapers of general circulation.

23  
24           Approved,