

**NINETEENTH CONGRESS OF THE  
REPUBLIC OF THE PHILIPPINES  
Third Regular Session**



Senate  
Office of the Secretary

24 JUL 23 A11 :20

**SENATE**

**S.B. No. 2743**

RECEIVED BY

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**INTRODUCED BY SENATOR RISA HONTIVEROS**

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**AN ACT  
PROVIDING FOR FIFTEEN THOUSAND PESOS (PHP 15,000) ACROSS THE  
BOARD INCREASE IN THE BASIC MONTHLY SALARY OF TEACHERS AND  
EMPLOYEES IN PUBLIC BASIC EDUCATION AND APPROPRIATING FUNDS  
THEREFOR**

**EXPLANATORY NOTE**

The Constitution mandates that the State shall "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." (Sec. 5(5), Article XIV, 1987 Philippine Constitution).

Despite this mandate, the salaries of our public-school teachers, including non-teaching personnel, remain meager considering their roles in and contributions to education services delivery as a public and common good.


Under the Salary Standardization Law of 2019, teachers received a little over PhP 6,000 increase, spread across four years, or about PhP 1,500 increase annually, which is insufficient to adapt to the current cost of living and to cope with continually rising prices of basic commodities and services (Teachers Dignity Coalition, 2023).

With these salary levels, some public-school teachers opted for better income opportunities abroad, moonlighting as part-time teachers in private educational institutions and/or freelancing as home-based tutors.

Over the years, various teachers' unions and organizations have urged the government to provide decent pay and substantial salary increases to teachers, including non-teaching personnel.

As a response, this bill seeks to provide an across-the-board increase of Fifteen Thousand Pesos (PHP 15,000) to the basic monthly salary of teaching and non-teaching personnel in public basic education.

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

  
**RISA HONTIVEROS**  
*Senator*

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*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 "Dagdag Sahod for  
2 Public Basic Education Teachers and Employees Act".

3       Sec. 2. Declaration of Policy - It is the policy of the State to promote and  
4 improve the economic status and well-being of teachers and employees in the  
5 education sector. Towards this end, the State shall provide the highest budgetary  
6 priority to education and to provide adequate remuneration of teachers and employees  
7 in the public education system.

8       Sec. 3. Coverage - This Act shall cover all public school teachers and employees  
9 directly engaged in the delivery of basic education services in line with the curriculum  
10 and learning modalities recognized by the Department of Education.

11       Sec. 4. Increase in Basic Monthly Salary - All teachers and employees in public  
12 basic education, regardless of their length of service and employment status are  
13 entitled to an across-the-board increase of Fifteen Thousand Pesos (PhP 15,000.00)  
14 to their basic monthly salary.

15       Provided, that this increase is to be implemented in addition to the existing Salary  
16 Standardization Law and shall not be construed as an exemption from succeeding  
17 salary increases for government employees.

1           Sec. 5. Salary Increases Schedule - The salary increases shall be given in three  
2 tranches under the following schedule:

3   Year 1 - 6,000.00

4   Year 2 - 5,000.00

5   Year 3 - 4,000.00

6       Provided that the salary schedule shall be implemented starting January 1 of the year  
7 after the enactment of this Act, and every January 1 of the year thereafter.

8           Sec. 6. Appropriations. - The amount necessary to implement the provisions of  
9 this Act shall be provided in the General Appropriation Act.

10          Sec. 7. Implementing Rules and Regulations. - The Department of Budget and  
11 Management (DBM), in consultation with the Department of Education (DepEd) and  
12 teachers' unions and organizations, shall promulgate within sixty (60) days after the  
13 effectivity of this Act the necessary rules and regulations for its effective and  
14 immediate implementation.

15          Sec. 8. Repealing Clause. - All laws, decrees, executive orders, rules, and  
16 regulations, which are inconsistent with the provisions of this Act are hereby repealed,  
17 amended or modified accordingly.

18          Sec. 9. Effectivity. - This Act shall take effect fifteen (15) days after its  
19 publication in the Official Gazette or in newspapers of general circulation.

*Approved,*