

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

NINETEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 2687



Introduced by Representative Hon. Christopher “Toff” V.P. De Venecia

AN ACT
UPGRADING THE MINIMUM SALARIES OF PUBLIC SCHOOL TEACHERS TO
SALARY GRADE 15, TEACHING PERSONNEL IN HIGHER EDUCATION TO
SALARY GRADE 16, AND OF NON-TEACHING PERSONNEL TO SIXTEEN
THOUSAND PESOS

Our teachers are given the daunting task of molding the futures of our young learners. But it remains a reality that they are still one of the most undercompensated professions in the country today. Even though the Salary Standardization Law was amended in 2020 through Republic Act 11466, public school teachers, faculty of state and local universities and colleges, and education sector personnel are still struggling to afford a decent living, especially with the recent increase in the prices of commodities. Whatever increases present are used to pay off whatever income tax they are liable for, as the latest increase puts them a little over the Php250,000 mark for tax exemption.

Hence, this measure seeks substantial salary increases through salary upgrading for teachers and education sector personnel to reduce the gap between their salaries and the increasing cost of living. The measure also proposes the annual adjustment of salaries to ensure that the teaching personnel will be able to keep up with the inflation.

For these reasons, immediate approval of this bill is sought.


HON. CHRISTOPHER “TOFF” V.P. DE VENECIA
Fourth District, Pangasinan

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

Section 1. *Declaration of Policy* - It is hereby declared the policy of the State to ensure that government employees are provided their right to a living wage. The state policies of ensuring that education receives the highest budgetary priority and 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 are hereby reiterated. In the formulation of decisions with regard to education reforms, the State shall likewise hold paramount the protection and promotion of the right of citizens to quality education at all levels and the rights of education workers to human conditions of work and a living wage.

Sec. 2. *Raising the Minimum Salaries of Public School Teachers in Basic Education.* - The minimum salary grade of public school teachers in basic education shall be upgraded from its present Salary Grade 11 to Salary Grade 15. The salary grade levels of those occupying higher positions shall be adjusted accordingly, and in a fair manner.

Sec. 3. *Raising the Minimum Salaries of Public School Teachers in Higher Education.* - The minimum salary grade of public school teachers in higher education shall be upgraded from its present Salary Grade 12 to Salary Grade 16. The salary grade levels of those occupying higher positions shall be adjusted accordingly, and in a fair manner.

Sec. 4. *Raising the Minimum Salaries of Regular Non-Teaching Personnel in Public Elementary and High Schools.* - In no case shall the salary of a regular, entry-level, non-teaching personnel in public elementary and high school be lower than Sixteen Thousand Pesos (PHP 16,000) a month. The salaries of

those occupying higher positions shall, likewise, be adjusted accordingly, and in a manner to avoid wage distortion.

Sec. 5. *Annual Adjustment of Salaries.* - Salaries of public school teachers and non-teaching personnel shall be adjusted annually to adjust to the cost of living. The Department of Budget and Management (DBM), in consultation with public sector unions, shall recommend to Congress the appropriation of the necessary funds.

In no case shall this provision be interpreted to cause a reduction of the minimum salaries provided in this Act.

Sec. 6. *Rules and Regulations.* - The Department of Education, the Commission on Higher Education, and the DBM shall promulgate the necessary rules and regulations of the provisions of this Act no later than thirty (30) days from the date of the effectivity of this Act.

Sec. 7. *Appropriations.* - The amount necessary for the initial implementation of this Act shall be taken from the current appropriations. Thereafter, funds needed in subsequent years shall be included in the General Appropriations Act.

Sec. 8. *Repealing Clause.* - All laws, decrees, executive orders, rules and regulations, issuances, or parts thereof inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SEC. 9. *Separability Clause.* - Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act..

SEC. 10. *Effectivity.* - This Act shall take effect fifteen (15) days after its complete publication in the Official Gazette or in a newspaper of general circulation.

Approved,