

NINETEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



Senate
Office of the Secretary

22 JUL -4 A8 :29

SENATE

S. No. 4

RECEIVED BY: _____

Introduced by Senator Loren B. Legarda

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 (Php 16,000.00)

EXPLANATORY NOTE

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.

Teachers are given increases of about Six Thousand Pesos (Php 6,000.00) spread across four years or approximately One Thousand Five Hundred (Php 1,500.00) annually. In addition, income taxes will further reduce their net income, as salaries go beyond the Two Hundred Fifty Thousand Pesos (Php 250,000.00) cap for exemption. These insufficient increases will only be used to pay off inflated prices of goods.

Republic Act 4670 or the Magna Carta for Public School Teachers mandates that teachers be insured with a reasonable standard of life for themselves and their families. 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.

This measure shall compensate the country's frontliners of education for their hard work and utmost dedication. In addition, it will also compensate for their added efforts for distance learning in line with the pandemic.

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



LOREN LEGARDA

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

1 Section 1. *Declaration of Policy.* – It is hereby declared the policy of the State to
2 alleviate the living conditions of government employees and to guarantee employees’
3 rights to living wage. The State policies of ensuring that education receives the highest
4 budgetary priority and that teaching will attract and retain its rightful share of the best
5 available talents through adequate remuneration and other means of job satisfaction
6 and fulfillment are hereby reiterated. In the formulation of decisions with regard to
7 education reforms, the State shall likewise hold paramount the protection and
8 promotion of the right of citizens to quality education at all levels and the rights of
9 education workers to human conditions of work and a living wage.

10 Sec. 2. *Raising of the Minimum Salaries of Public School Teachers in Basic Education.*
11 – The present minimum salary grade level of public school teachers shall be upgraded
12 from Salary Grade 11 to Salary Grade 15. Salary grade levels of those occupying higher
13 positions shall be adjusted accordingly.

14 Sec. 3. *Raising of the Minimum Salaries of Public Teaching Personnel in Higher*
15 *Education.* – The present minimum salary grade level of teaching personnel or
16 instructors in public universities and colleges shall be upgraded from Salary Grade 12

1 to Salary Grade 16. Salary grade levels of all other teaching personnel occupying
2 higher positions shall be adjusted accordingly.

3 *Sec. 4. Raising of the Minimum Salaries of Regular Employees in Public Elementary*
4 *and High Schools.* – The present salary of a regular entry-level position in government
5 service shall not be less than Sixteen Thousand Pesos (PHP16,000) a month. The
6 salaries of those occupying higher positions shall be adjusted accordingly.

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

11 *Sec. 6. Rules and Regulations.* – The Department of Education, the Commission
12 on Higher Education, and the DBM shall promulgate the necessary rules and
13 regulations of the provisions of this Act.

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

17 *Sec. 8. Separability Clause.* – Should any provision herein be declared
18 unconstitutional, the same shall not affect the validity of the other provisions of this
19 Act.

20 *Sec. 9. Repealing Clause.* – All laws, executive orders, presidential decrees, rules
21 and regulation or parts thereof inconsistent with any provisions of this Act are hereby
22 repealed, amended, or modified accordingly.

23 *Sec. 10. Effectivity.* – This Act shall take effect fifteen (15) days after its
24 publication in the Official Gazette or in a newspaper of general circulation.

Approved,