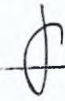


NINETEENTH CONGRESS OF THE]
REPUBLIC OF THE PHILIPPINES]
First Regular Session]

'22 JUL -7 P3 51

SENATE

RECEIVED BY: 

S.B. No. 149

Introduced by SENATOR WIN GATCHALIAN

AN ACT
INCREASING THE SALARY GRADES OF TEACHER I TO TEACHER III
AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

This bill seeks to increase the salary grades of public school teachers who are currently classified as Teacher I, Teacher II, and Teacher III from Salary Grades 11, 12, and 13, respectively, to Salary Grades 13, 14, and 15. The Department of Education (DepEd), in coordination with the Department of Budget and Management (DBM) and the Civil Service Commission, shall issue the rules and regulations implementing the provisions of this measure.

On June 23, 2022, the Office of the President issued Executive Order No. 174 (EO 174) which establishes the career progression system for public school teachers to promote professional development and career advancement among public school teachers, and define the career lines of teachers within the public school system. Under EO 174, the DBM is mandated to create the new position titles of Teacher IV, Teacher V, Teacher VI, Teacher VII, and Master Teacher V, and include the same in the Index Occupational Services, Occupational Groups, Classes and Salary Grades.

The spirit of this bill is consistent with the creation of the new position titles as it recognizes the essential role public school teachers play in the educational advancement of learners and the need to resolve the inequity in pay level between Teacher I to Teacher III and Master Teachers. As of 2022, the gap in pay between a Master Teacher I and Teacher III stands at Php15,405 compared to Php3,224 in 2007.¹ This has resulted in increasing inequity between those filling the ranks of Teacher I to Teacher III and higher positions.

Finally, we take special note that as of September 2021, the DepEd employs 876,842 teaching personnel serving around 24 million learners in public schools.² Of this number, those employed as Teacher I, Teacher II, and Teacher III make up 92% of the teaching personnel of the DepEd. As our public school teachers find themselves at the forefront of national development, they should be accorded appropriate recognition and adequate compensation by the government. Hence, I earnestly seek the support of this Congress for the passage and approval of this legislation.



WIN GATCHALIAN

¹ DepEd data as of September 2021.

² Learner enrollment data from DepEd as of January 2022.



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**AN ACT
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AND APPROPRIATING 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 “*Teacher Salary*
2 *Increase Act*”.

3

4 Sec. 2. *Declaration of Policy.* – It is hereby declared the policy of the State
5 to promote and advance the social and economic status of public school teachers
6 in order to ensure that they enjoy the benefits commensurate to their invaluable
7 role in national development. In pursuance of such policy, the State shall ensure
8 that the teaching profession will attract and retain its rightful share of the best
9 available talents through adequate remuneration and other means of job
10 satisfaction and fulfillment.

11

12 Sec. 3. *Coverage.* – This Act shall apply to public school teachers under
13 the Department of Education (DepEd).

14

15 Sec. 4. *Salary Grade Adjustment.* – The salary schedule for the positions of
16 Teacher I, Teacher II, and Teacher III shall be modified as follows:

Teaching Position	Current Salary Grade	Modified Salary Grade
Teacher I	Salary Grade 11	Salary Grade 13
Teacher II	Salary Grade 12	Salary Grade 14
Teacher III	Salary Grade 13	Salary Grade 15

5
6 *Sec. 5. Appropriations.* – The amount necessary for the implementation of
7 this Act shall be charged against those authorized in the current appropriations
8 of the DepEd. Thereafter, the amount necessary for its continued implementation
9 shall be included in the annual General Appropriations Act.

10
11 *Sec. 6. Implementing Rules and Regulations.* – Within ninety (90) days from
12 the effectivity of this Act, the DepEd, in coordination with the Department of
13 Budget and Management and the Civil Service Commission, shall issue the rules
14 and regulations implementing its provisions. The Implementing Rules and
15 Regulations (IRR) issued pursuant to this section shall take effect thirty (30) days
16 after its publication in a newspaper of general circulation.

17
18 *Sec. 7. Separability Clause.* – If any provision of this Act is held invalid or
19 unconstitutional, the other provisions not so declared shall remain in full force
20 and effect.

21
22 *Sec. 8. Repealing Clause.* – All other laws, executive orders, presidential
23 decrees, administrative orders, rules and regulations, issuances, or parts thereof
24 contrary to or inconsistent with the provisions of this Act are hereby repealed or
25 amended accordingly.

26
27 *Sec. 9. Effectivity.* – Notwithstanding the non-issuance of the IRR, this Act
28 shall take effect fifteen (15) days after its publication in the Official Gazette or in
29 a newspaper of general circulation.

Approved,