

Republic of the Philippines  
HOUSE OF REPRESENTATIVES  
Quezon City, Metro Manila

EIGHTEENTH CONGRESS  
First Regular Session

HOUSE BILL NO. 877



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INTRODUCED BY REP. JOHN REYNALD M. TIANGCO

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#### EXPLANATORY NOTE

The Constitution recognizes the importance of the teaching profession that it mandates in Articles XIV, Section 5(5) thereof that "the State shall assign the highest budgetary priority to education and ensure that teaching will retain its rightful share of the best available talents through adequate remunerations and other means of job satisfaction and fulfillment."

Accordingly, Republic Act No. 4670, otherwise known as the "Magna Carta for Public School Teachers," was passed to promote and improve the social and economic status of public school teachers, their living and working conditions, the terms of their employment, and career improvement opportunities.

As of 1 January 2019, nevertheless, an entry level licensed teacher only receives PhP 20,754 a month under salary grade (SG) 11 of the Salary Standardization Law (SSL). Meanwhile, non-teaching support personnel are on SG 1, and earn only PhP 11,068 a month.

This measure increases the minimum basic salary of public school teachers and non-teaching personnel, and grants them additional incentives. Since they play a significant role in honing the minds of our children, and in shaping their moral character and civic consciousness, it is only imperative that they be compensated adequately, fairly, and competitively.

The measure intends to affirm the respect due our educators, motivate them to continue their exemplary service, elevate their quality of life, and encourage the best and brightest among our people to enter the teaching profession.

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

  
JOHN REYNALD M. TIANGCO

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**AN ACT INCREASING THE MINIMUM SALARIES OF TEACHERS AND  
NON-TEACHING PERSONNEL IN PUBLIC SCHOOLS,  
AND GRANTING THEM ADDITIONAL INCENTIVES**

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

**Section 1. Declaration of Policy** – It is hereby declared the policy of the State to ensure that education is given highest budgetary priority, and that teaching will retain its rightful share of the best available talents through adequate remunerations and other means of job satisfaction. Towards this end, the State promotes the welfare and economic well-being of public school teachers and non-teaching personnel.

**Section 2. Coverage.** – This Act covers all teaching and non-teaching personnel in all public schools for basic education, whether nationally or locally funded, including those employed in the Philippine Science High School System (PSHS), as well as those employed in the Alternative Learning System (ALS), and all non-teaching personnel of the Department of Education (DepEd) who are not occupying positions with salary grade (SG) 20 and up.

**Section 3. Definition of Terms.** – As used in this Act:

- a.) Basic education – shall refer to early childhood, elementary, secondary, ALS, and education for those with special needs;
- b.) Locally-funded teacher – shall refer to a public school teacher who is hired and paid for, fully or partially, by a local government unit, or any other local entity in accordance with the rules and regulations issued by the DepEd;
- c.) Non-teaching personnel – shall refer to employees of the DepEd, or the PSHS who are not public school teachers as defined in this Act;
- d.) Public school teachers – shall refer to persons engaged in actual classroom teaching in basic education, or in the ALS, and those



undertaking school-based supervisory, managerial, administrative or technical functions in public basic education.

**Section 4. Minimum Salaries of Public School Teachers.** – The minimum salary for public school teachers shall be the equivalent of SG 15; *provided*, that for public school teachers in the PSHS, the Board of Trustees of the PSHS shall determine the adjustment of the minimum salary, but in no case shall it be lower than the minimum herein prescribed; *provided further*, that the salaries of those occupying higher positions or rank shall be adjusted accordingly.

**Section 5. Minimum Salaries of Non-Teaching Personnel.** – The minimum salary for all non-teaching personnel in public basic education shall be the equivalent of SG 10; *provided*, that the salaries of those occupying higher positions or rank shall be adjusted accordingly.

**Section 6. Additional Benefits and Incentives.** – Without prejudice to existing benefits and incentives being granted at the time of the effectivity of this Act, and all future benefits and incentives prescribed by existing laws and regulations, all public school teachers and non-teaching personnel shall also be entitled to the following:

- a.) An augmentation pay of PhP 5,000.00 per month, which shall be considered as part of the basic salary for purposes of computing bonuses and retirement pays;
- b.) Medical allowance in the amount of PhP 10,000 per year; and
- c.) Free tuition and registration fees in relevant graduate courses or continuing education programs in all state colleges and universities, subject to such guidelines that the DepEd and the Department of Science and Technology (DOST) shall prescribe.

**Section 7. Rules and Regulations.** – The DepEd, the DOST, and the Department of Budget and Management shall promulgate the rules and regulations to implement the provisions of this Act.

**Section 7. Appropriations.** – The initial funding required for the implementation of this Act shall be sourced from the savings of the Executive Branch and other possible sources that may be determined by the Office of the President. The subsequent funds needed shall be included in the General Appropriations Act for the year following the implementation of this Act.

**Section 8. Repealing Clause.** – All other laws, decrees, orders, circulars, issuances, rules and regulations and parts thereof which are inconsistent with this act are hereby repealed, amended or modified accordingly.

**Section 9. Separability Clause.** – If any provision of this Act is subsequently declared unconstitutional, the validity of the remaining provisions hereof shall remain in full force and effect.

**Section 7. Effectivity.** - This Act shall take effect fifteen days (15) after its complete publication in at least two (2) newspapers of general circulation in the Philippines.

Approved,