



Senate
Office of the Secretary

EIGHTEENTH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES
First Regular Session

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SENATE

S. No. 178

Introduced by SEN. SHERWIN T. GATCHALIAN

**AN ACT INCREASING THE SALARY GRADE OF TEACHER I TO TEACHER III,
AND APPROPRIATING FUNDS THEREFOR**

EXPLANATORY NOTE

This bill seeks to increase the salary grade of public school teachers in elementary and secondary schools who are currently classified as Teacher I, Teacher II and Teacher III from Salary Grade 11, 12, and 13, respectively to Salary Grade 13, 14 and 15.

As espoused in the 1987 Constitution of the Republic of the Philippines, the State has the mandate to assign the highest budgetary priority to education and 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.

The Department of Education currently employs 889,700 personnel serving more than 27 million learners from public schools. Those employed as Teacher I, Teacher II and Teacher III make up 83% of DepEd's personnel. From 1989 to 1995, teacher pay at all levels were relatively stable before observing an increase in 1996. The next significant increase was in 2007 during the Arroyo Administration for teachers at all levels. Interestingly however, it is during this time that the equity in pay levels increased. This is observed through the increasing pay gap between Teachers I-IV and Master Teachers

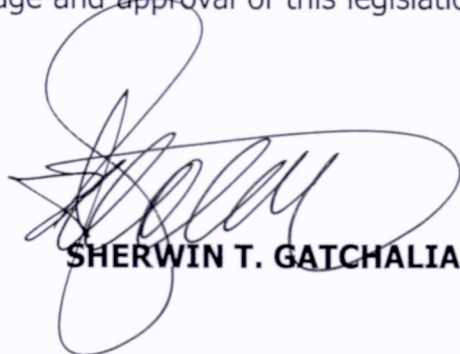
I-III. As of 2018, the gap in pay between a Master Teacher 1 and Teacher III was P13,861 compared to P3,224 in 2007. As stated, this has resulted in increasing inequity between those filling the ranks of Teaches I-III and higher positions.

To further illustrate this point, note that the starting salary schedule of Teachers I-III increased by an average of only 11% when accounting for the pay increase per SG level from the first tranche in 2016 to the fourth tranche in 2019 (pursuant to Executive Order No. 201, Series of 2016). Meanwhile, anyone working as Master Teacher I, one level higher than Teacher III, would have experienced a similar increase of 21%.

Inadequate take-home pay for a majority of public school teachers has been a common complaint which is said to have led to their increased indebtedness. The logical argument that follows is that teachers take out loans because of their low pay and in time accumulate too much debt. And in order to remedy this problem, the obvious request has been to increase the starting pay of public school teachers.

Public School Teachers are in the forefront of national development, thus, they should be accorded the proper compensation by the government as has been provided for the nation's police officers and soldiers.


In view of the foregoing, support for the passage and approval of this legislation is earnestly sought.



SHERWIN T. GATCHALIAN

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

1 SEC. 1. *Declaration of Policy.* – It is hereby declared the policy of the State
2 to promote and advance the social and economic status of public school teachers
3 in order to ensure that they enjoy the benefits commensurate to their invaluable
4 role in national development. In pursuance of such policy, the State shall ensure
5 that the teaching profession will attract and retain its rightful share of the best
6 available talents through adequate remuneration and other means of job
7 satisfaction and fulfillment.

8 SEC.2. *Coverage.* – This Act shall apply to all public school teachers in the
9 elementary and secondary schools who are presently classified as Teacher I,
10 Teacher II and Teacher III.

11 SEC. 3. *Salary Grade Adjustment.* – The modified salary schedule of
12 Teacher I to Teacher III shall be as follows:

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

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2 SEC. 4. *Appropriations.* – The amount necessary for the implementation of
3 this Act shall be included in the General Appropriations Act for the year following
4 its approval.

5 SEC. 5. *Implementing Rules and Regulations.* – Within sixty (60) days from
6 the effectivity of this Act, the Department of Budget and Management, in
7 coordination with DepEd, shall promulgate and issue the necessary guidelines for
8 the effective implementation of this Act.

9 SEC. 6. *Separability Clause.* – If for any reason, a provision or part hereof
10 is declared invalid, other provisions not affected thereby shall remain in full force
11 and effect.

12 SEC. 7. *Repealing Clause.* – All laws, decrees, executive orders, rules and
13 regulations contrary or inconsistent with the provisions of this Act are hereby
14 repealed or modified accordingly.

15 SEC. 8. *Effectivity.* – This Act shall take effect fifteen (15) days after its
16 publication in the Official Gazette or in a newspaper of general circulation.

Approved,