

**TWENTIETH CONGRESS OF THE
REPUBLIC OF THE PHILIPPINES**
First Regular Session

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25 JUL 10 P2:04

SENATE

RECEIVED BY: 

S.B. No. 362

Introduced by SENATOR WIN GATCHALIAN

**AN ACT
PROVIDING FOR A TWENTY THOUSAND PESO ACROSS-THE-BOARD
INCREASE IN THE BASIC MONTHLY SALARY OF ALL PUBLIC
ELEMENTARY AND SECONDARY SCHOOL TEACHERS AND
APPROPRIATING FUNDS THEREFOR**

EXPLANATORY NOTE

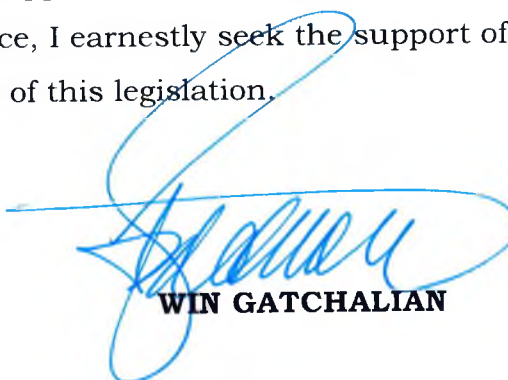
Section 1 of Republic Act No. 4670 or the "Magna Carta for Public School Teachers" declares as policy "to promote and improve the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects in order that they may compare favorably with existing opportunities in other walks of life, attract and retain in the teaching profession more people with the proper qualifications, it being recognized that advance in education depends on the qualifications and ability of the teaching staff and that education is an essential factor in the economic growth of the nation as a productive investment of vital importance." This reinforces the State policy as enshrined in the Constitution to "enhance the right of teachers to professional advancement," guarantee "non-teaching academic and non-academic personnel [to] enjoy the protection of the State," 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.”¹

While the “Magna Carta for Public School Teachers” is considered a landmark legislation in education that provided hope to our educators, the government still needs to provide the Department of Education’s 880,547 teaching personnel, serving around 22.5 million learners in public schools², the salary that they lawfully deserve.

The salary grade of a Teacher I item has been Salary Grade (SG) 10 from 1989 to 2009³. It was only in June 2009 that the SG assignment was raised to its present level at SG 11, pursuant to Executive Order No. 811, s. 2009 or SSL III issued by then President Gloria Macapagal-Arroyo. **Sixteen (16) years thereafter, there has been no increase in the SG of all teaching positions.**

This bill thus seeks to compensate for those 16 years by providing for a Twenty Thousand Peso (PhP20,000.00) across-the-board increase in the basic monthly salary of all public elementary and secondary school teachers. 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 The 1987 Constitution of the Philippines, Article XIV, Sections 5 (4) and (5).

² Number of teaching personnel and learner enrollment data from DepEd as of January 2025.

³ TDC National Chairperson Benjo G. Basas, TSN of the October 22, 2020 Public Hearing of the Senate Committee on Basic Education, p. 105.

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

11
12 Sec. 3. *Coverage.* – This Act shall apply to all public elementary and
13 secondary school teachers under the Department of Education (DepEd).
14

1 Sec. 4. *Increase in Basic Monthly Salary.* – All public elementary and
2 secondary school teachers under the DepEd, regardless of their length of
3 service, are entitled to an across-the-board increase of Twenty Thousand
4 Pesos (PhP 20,000.00) to their basic monthly salary: *Provided*, That this
5 increase is to be implemented in addition to the prevailing Salary
6 Standardization Law and shall not be construed as an exemption from
7 succeeding salary increases for government employees.

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

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

21
22 Sec. 7. *Separability Clause.* – If any provision of this Act is held invalid
23 or unconstitutional, the other provisions not so declared shall remain in full
24 force and effect.

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

30
31 Sec. 9. *Effectivity.* – Notwithstanding the non-issuance of the IRR, this
32 Act shall take effect fifteen (15) days after its publication in the Official Gazette
33 or in a newspaper of general circulation.