



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

Nineteenth Congress  
First Regular Session

HOUSE BILL NO. 3376

---

**Introduced by Hon. Bryan B. Revilla, Hon. Lani Mercado-Revilla and  
Hon. Ramon "Jolo" Revilla III**

---

**AN ACT**  
**INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS**  
**FROM SALARY GRADE 11 TO SALARY GRADE 15 AND PROVIDING 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 “The Public School  
2 Teachers’ Salary Upgrading Act.”  
3

4           **Sec. 2. Declaration of Policy.** – It is the policy of the State to ensure that education  
5 receives the highest priority in governance, and that teaching will attract and retain its  
6 rightful share of the best available talent through adequate remuneration and other means  
7 of job satisfaction and fulfillment.  
8

9           **Sec. 3. Increase in the Minimum Salary Grade Level.** – The salary grade level of  
10 public school teacher in the elementary and secondary schools shall be upgraded from  
11 salary grade 11 to salary grade 15; *Provided, however,* That the salary upgrading shall be  
12 differentiated in accordance with the qualification and length of service rendered by  
13 teachers and shall not be prejudiced by across-the-board adjustments.  
14

15           **Sec. 4. Coverage.** – This Act shall cover all public school teachers in the elementary  
16 and secondary level, whether nationally and locally funded, including those in technical  
17 and vocational schools and state universities and colleges.  
18

19           **Sec. 5. Priority Budget Allocation.** – The Government shall appropriate such  
20 amount as may be necessary to carry out the objectives of this Act. *Provided,* That the  
21 salary increase of public school teachers shall take priority over non-educational and non-  
22 agricultural budgetary allocations.  
23

24           **Sec. 6. Budget Required.** The Department of Education (DepEd) shall come up with  
25 a specific programmed budget needed to cover the expenses for the upgrading in salary  
26 levels for the corresponding teacher plantilla positions for a period of at least five (5) years  
27 to allow the Department of Budget and Management (DBM) to make the necessary  
28 budgetary adjustments to facilitate the smooth implementation of this Act.  
29

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13

**Sec. 7. Appropriation.** – The source of initial funding required for the implementation of this Act shall be determined by the DBM, and subsequent funds shall be included in the General Appropriations Act for the year following the implementation of this Act.

**SEC. 13. Repealing Clause.** – All decrees, executive orders and other administrative issuances or parts thereof, which are inconsistent with the provisions of this Act, are hereby repealed or modified accordingly.

**SEC. 14. Effectivity Clause.** – This Act shall take effect fifteen (15) days after its publication in the *Official Gazette* or in a newspaper of general circulation.

Approved,