Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 3218

Introduced by CIBAC Party-List Representatives
Eduardo 'Bro. Eddie' C. Villanueva and Domingo C. Rivera

AN ACT PROVIDING FOR ADDITIONAL BENEFITS
FOR ALL TEACHING PERSONNEL IN STATE UNIVERSITIES
AND COLLEGES AND STATE-RUN TECHNICAL AND VOCATIONAL
INSTITUTIONS, APPROPRIATING FUNDS THEREFOR
AND FOR OTHER PURPOSES

EXPLANATORY NOTE

That "[t]he State shall 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"—
this is according to Article XIV, Section 5(5) which expressly states how the
Constitution gives prime value on education.

Through the years, the government has sought measures on how to fulfill this
goal. Proof to this was the passage of the Universal Access to Quality Tertiary
Education Law in 2017 giving the highest budgetary priority of the State to providing
free tuition fee to college students.

Yet, while laws such as this contribute to empower the education sector, the
alleviation of condition of teachers, especially with regard to their salaries and benefits,
may have been left behind considering the rapid increase of volume of students they
handle and tasks they perform.
Hence, this bill pursues to deal with this concern by guaranteeing our diligent teaching personnel in State Universities and Colleges and State-Run Technical and Vocational Institutions better compensation through an additional grocery and medical allowance provided for them quarterly.

Through this measure, we can better aid the country's university and college professors perform at par with the demands of their profession delivering quality education and committed to teaching and shaping the minds of the future generation of Filipinos.

With the abovementioned concerns, the immediate passage of this bill is earnestly sought.

HON. EDUARDO "BRO. EDDIE" C. VILLANUEVA

HON. DOMINGO C. RIVERA
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TEACHING PERSONNEL IN STATE UNIVERSITIES AND COLLEGES
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APPROPRIATING FUNDS THEREFOR AND FOR OTHER
PURPOSES

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

SECTION 1. Declaration of Policy. – It is the policy of the State to protect and
promote the right of all citizens to quality education at all levels, and to take appropriate
steps to make such education accessible to all. It is also the policy of the State to give
the highest budgetary priority to education and ensure that the teaching profession will
attract and retain its rightful share of the best available talents through adequate
remuneration and other means of job satisfaction and fulfillment.

SECTION 2. Coverage. – The benefits under this Act shall apply to all full-time
teaching personnel in State Universities and Colleges and State-Run Technical-
Vocational Institutions.

SECTION 3. Additional Support. – The covered personnel shall be entitled to the
following additional benefits:

   a. Additional Grocery and Transportation Expense in the amount of Three
      Thousand Pesos (Php3,000.00) per quarter; and
b. Medical Allowance in the amount of Two Thousand Pesos (Php 2,000.00) per quarter

These additional benefits shall not be taxable, unless the total amount of benefits received by the covered personnel exceeds the threshold provided under Section 32(B), Chapter VI of the National Internal Revenue Code of the Philippines.

SECTION 4. Appropriation. – The amount necessary to carry out the initial implementation of this Act shall be sourced from the current budget of the State Universities and Colleges and the Technical Education and Skills Development Authority (TESDA). Thereafter, the amount shall be included in the General Appropriations Act.

SECTION 5. Implementing Rules and Regulations. – Within ninety (90) days from the effectivity of this Act, the Commission on Higher Education and the Technical Education and Skills Development Authority, in consultation with the Department of Budget and Management, the State Universities and Colleges and other relevant stakeholders, shall promulgate the necessary rules and regulations for the effective implementation of this Act.

SECTION 6. Separability Clause. – Should any provision herein be declared unconstitutional or invalid, the same shall not affect the validity of the other provisions of this Act.

SECTION 7. Repealing Clause. – Any law, presidential decree or issuance, executive order, letter of instruction, administrative order, rule or regulation contrary to or inconsistent with any provision of this Act is hereby repealed or modified accordingly.

SECTION 8. Effectivity. – This Act shall take effect fifteen (15) days from the date of its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved,