



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

Eighteenth Congress
First Regular Session

HOUSE BILL NO. 2475

Introduced by
Honorable DAVID C. SUAREZ and
Honorable ANNA MARIE VILLARAZA-SUAREZ

EXPLANATORY NOTE

This legislative measure aims to increase the salaries of public school teachers in basic education as well as non-teaching personnel. Our Constitution, specifically *Section 5 (5) of Article XIV*, states 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". Based on this above-quoted constitutional provision, the Department of Education must employ the "best and the brightest" as teachers. The best motivation for the hiring of quality teachers is attractive compensation.

Since time immemorial, the profession of teaching has been considered as one of the noblest professions. The role of teachers is not limited to the imparting of knowledge in the four corners of the classroom. They are dedicated professionals who have a lasting impact on the lives of students. The goal of teaching is to prepare the individual for living together with others in society and become good citizens.

This bill recognizes the need to promote the economic well-being of our public school teachers and personnel in basic education by increasing their salaries to a competitive rate. Better compensation will not only boost the morale of our educators but most importantly motivate them to deliver excellent performance in their work.

Hence, the approval of this bill is earnestly sought.


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2nd District, Quezon


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**AN ACT PROVIDING FOR ADDITIONAL SUPPORT
AND COMPENSATION FOR EDUCATORS IN BASIC
EDUCATION**

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

SECTION 1. Declaration of Policy.- is hereby declared the policy of the State to promote the welfare and economic well-being of public school teachers and personnel in basic education.

SECTION 2. Definition of Terms.-

- a. Basic Education- shall refer to early childhood, elementary, secondary, alternative learning system (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 Department of Education (DepEd);
- c. Non-Teaching Personnel- shall refer to officials and employees of the Department of Education who are not defined herein as public school teachers;

- d. *Public School Teacher* shall refer to a person engaged in: (1) actual classroom teaching in public basic education; (2) teaching in alternative learning system (ALS), (3) teaching and non-teaching employment with the Philippine Science High School System, and (4) school-based supervisory, managerial, administrative. and/or technical functions in public basic education

SECTION. 3. Beneficiaries.- The additional support and compensation provided far in this Act shall cover the following:

- 1) public school teachers,
- 2) locally-funded teachers,
- 3) Philippine Science High School System teaching and non-teaching personnel, and
- 4) non- teaching personnel of the DepEd, excluding those occupying positions from salary grade level 30, under the DepEd schedule of salaries, and/or Assistant Secretary upwards.

SECTION. 4. Additional Compensation. - An amount of Ten Thousand Pesos (Php10,000.00) per month shall be granted to those mentioned in Sec. 3 of this Act as additional compensation to their existing salary and benefits: Provided, That said amount shall be paid in three (3) equal tranches, as follows:

First Year — P4,000.00 per month;

Second Year - an additional P3,000.00 per month:

Third Year - another additional P3,000.00 per month;

Provided further. That in succeeding years. said support compensation shall be continuously paid in full to the beneficiaries: Provided furthermore, That said additional compensation shall be considered as part of the basic salary for the purpose of computing retirement pays and bonuses that the beneficiaries under this Act are entitled to: Provided finally, That the support granted under this Act shall be without prejudice to future increases in the basic pay of the herein beneficiaries,

SECTION. 5. Additional Support. - The following additional support is hereby authorized:

- a. Support in the form of allowances and other remuneration funded from local school board funds

Any law, executive issuance, department order, local ordinance, and the like, to the contrary notwithstanding, the Local School Boards, as defined in the 1991 Local Government Code, are hereby authorized to augment the existing allowances of herein beneficiaries to be sourced from the Special Education Fund (SEF): Provided, That the implementation of this authority shall not in any way prejudice the required budgetary allocation to address the school building and classroom shortage in the area.

- b. Medical Allowance

The herein beneficiaries shall receive an allowance for medical check-up in the amount of One Thousand Pesos (P1,000.00) per year.

c. Magna Carta Bonus

In consideration of the many unenjoyed and unimplemented provisions of Republic Act 4670 or the Magna Carta for Public School Teachers of 1966, the DepEd is hereby authorized to grant an annual Magna Carta bonus to public school teachers and non-teaching personnel of the DepEd. The maximum amount of the Magna Carta bonus shall be equivalent to the entitlement a teacher or a non-teaching personnel should have received under RA 4670 but which has not been realized in a given budget year. The funding for this bonus shall be sourced from savings or other sources as may be determined by the DepEd.

SECTION. 6. Appropriation.- To immediately implement the provisions of this Act, the initial funding shall be sourced from the savings of the Executive branch of the government and other possible sources that may be determined by the Office of the President, and subsequent funds needed shall be included in the General Appropriations Act for the year following the approval of this Act.

SECTION. 7. Transitory Provision. - Notwithstanding Section 2 (b) of this Act, all locally-funded teachers shall enjoy the benefits herein granted: Provided, That within three (3) years from the approval of this Act, locally-funded teachers who fail to comply with said Section 2 (b) shall cease to be covered by this Act.

SECTION 8. Separability Clause.- Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 9. Repealing Clause.- All laws, decrees, orders, rules, and regulations or other issuances or parts inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SECTION. 10. Effectivity.- This Act shall take effect immediately after its publication in the Official Gazette or in any newspaper of general circulation in the Philippines.

Approved,