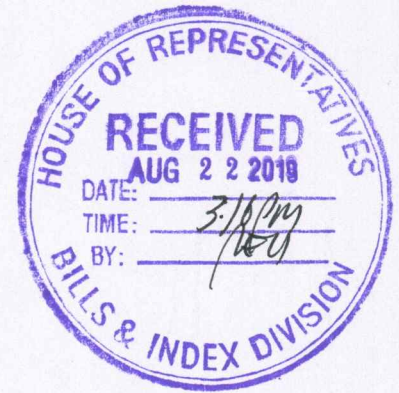


Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City, Metro Manila

**EIGHTEENTH CONGRESS**  
First Regular Session

**HOUSE BILL NO. 4134**



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Introduced by **HON. JUMEL ANTHONY I. ESPINO**

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### **EXPLANATORY NOTE**

In various pronouncements, President Rodrigo R. Duterte promised public school teachers that they will be granted an increase in their salaries in order to cope with rising inflation.

At present, an entry level Teacher 1 position has a Salary Grade 11 and receives P 20,754.00 in gross monthly compensation under the fourth tranche of the Salary Standardization Law implemented last January 2019 while an entry level non-teaching personnel classified under Salary Grade 1 receives even less with P 11,068.00 in gross monthly salary.

If this bill is favourably considered, teaching and non-teaching personnel will receive an additional P10,000 per month to be paid in three tranches. They will also be entitled to medical allowance, magna carta bonus, and support in the form of allowances and remuneration funded from local school board funds. With these incentives, it will hopefully attract more qualified and competent teachers to consider a career in the public school sector.

Side by side with the improvement of school infrastructure and facilities, the welfare and economic well-being of the teaching and non-teaching staff should also be given utmost attention as they mould our children as future leaders, businessmen, professionals, and labor force.

In view of the foregoing, the approval of this bill is earnestly sought.

A handwritten signature in black ink, appearing to read "Jumel Anthony I. Espino", written over the printed name.

**HON. JUMEL ANTHONY I. ESPINO**



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

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

**SECTION 1. *Short Title.*** - This Act shall be known as the “*Basic Education Teachers Pay Increase Act*”.

**SEC. 2. *Declaration of Policy.*** - It 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.

**SEC. 3. *Definition of Terms.*** - As used in this Act, the following terms shall mean:

a) *Basic Education* refers to early childhood, elementary, secondary, alternative learning system (ALS), and education for those with special needs.

b) *Locally Funded Teacher* refers 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* refer to officials and employees of the Department of Education who are not defined herein as public school teachers.



- d) *Public School Teacher* refers to a person engaged in:
- (1) actual classroom teaching in public basic education;
  - (2) teaching in 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.

**SEC. 4. *Beneficiaries.*** - The Additional Support and Compensation provided for in this Act shall cover the following: public school teachers, locally funded teachers, Philippine Science High School System teaching and non-teaching personnel, and non-teaching personnel of the DepEd, excluding those occupying positions from salary grade level 30, under the DepEd schedule of salaries, are/or Assistant Secretary upwards.

**SEC. 5. *Additional Compensation.*** - An amount of Ten Thousand Pesos (PHP 10,000.00) per month shall be granted to those mentioned in Section 4 of this Act as additional compensation to their existing salary and benefits: Provided, that said amount shall be paid in three (3) tranches, as follows:

- First Year - PHP 4,000.00 per month;  
Second Year - an additional PHP 3,000.00 per month; and  
Third Year - another additional PHP 3,000.00 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.

**SEC. 6. *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 annual allowance for medical check-up in the amount of One Thousand Pesos (PHP 1,000.00)

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 Republic Act No. 4670 but which has not been realized in a given budget year. Congress shall appropriate the funding for this bonus upon the recommendation of the DepEd.

**SEC. 7. Appropriation.** - The amount necessary to carry out the initial implementation of this Act shall be sourced from the current budget of the DepEd. Thereafter, such sum as may be necessary for the continued implementation of this Act shall be included in the annual General Appropriations Act (GAA).

**SEC. 8. Transitory Provisions.** - 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.

**SEC. 9. Implementing Rules and Regulations.** - Within sixty (60) days from the effectivity of this Act the DepEd shall promulgate the necessary rules and regulations for the effective implementation of this Act.

**SEC. 10. Separability Clause.**- Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

**SEC. 11. *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.

**SEC. 12. *Effectivity Clause.*** - This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in any two (2) newspapers of general circulation in the Philippines.

*Approved,*