



Republic of the Philippines
House of Representatives

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 5486



Introduced by Rep. Luisa Lloren Cuaresma
Lone District of Nueva Vizcaya

**AN ACT PROVIDING FOR ADDITIONAL COMPENSATION TO PUBLIC
SCHOOL EDUCATORS AND NON-TEACHING PERSONNEL IN BASIC
EDUCATION**

EXPLANATORY NOTE

Teaching is the one profession that creates all other professions. In fact, it is inside the classroom that dreams are being shaped and cultivated through the help of a teacher.

The role of teachers is not limited to imparting knowledge, but also to molding the minds and shaping the character of the students to become law-abiding and God-fearing citizens. That is why teaching is likewise being regarded as a noble profession.

The significance and benefits accorded by teaching profession are being recognized by no less than the State when it mandates to "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 fulfilment.

However, despite of the Constitutional provision mandating the highest budgetary priority to education, it is unfortunate that public school teachers are not properly and adequately compensated for their significant role in raising our next generation.

Thus, this bill proposes an increase in the salaries on public school teachers in basic education as well as non-teaching personnel in order to alleviate, to some extent, the conditions of their lives.

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

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

Section 1. 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 non-teaching personnel in basic education, and to provide them with the necessary support in order to alleviate their living conditions.

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 for 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 Section 3 of this Act as additional compensation to their existing salary and benefits:

The additional compensation shall be paid in three (3) 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 for Teaching Personnel with a Master's Degree or Higher. – Teaching personnel with a Master's Degree or higher shall receive an additional amount of FIVE THOUSAND PESOS (Php5,000.00) during the third year and onwards.

Section 6. Additional Benefits. – 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 THREE THOUSAND PESOS (Php3,000.00) per year.

c. *Magna Carta Bonus*

Taking into consideration the many unimplemented provisions of Republic Act 4670 or the Magna Carta for Public School Teachers of 1996, 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 7. *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 8. *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 9. *Separability Clause.* – Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

Section 10. *Repealing Clause.* – All laws, decrees, rules and regulations or other issuances or parts inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

Section 11. *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.