

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City



EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 5468

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

**AN ACT PROVIDING FOR ADDITIONAL BENEFITS FOR ALL
TEACHING AND NON-TEACHING PERSONNEL IN PUBLIC BASIC
EDUCATION SCHOOLS, APPROPRIATING FUNDS THEREFOR AND
FOR OTHER PURPOSES**

EXPLANATORY NOTE

The State believes in the role of the youth, not only in our progress and development, but more importantly, in the future of our nation. Article II, Section 13 of the 1987 Constitution reads, "The State recognizes the vital role of the youth in nation-building and shall promote and protect their physical, moral, spiritual, intellectual, and social well-being. It shall inculcate in the youth patriotism and nationalism, and encourage their involvement in public and civic affairs."

Yet, the tremendous task of educating and honing the "hope of our nation" towards being responsible citizens capable of advocating national transformation and development lies gravely in the hands of our teachers.

Regrettably, despite the crucial task our public teaching and non-teaching personnel in basic education bears on their shoulders, they remain poorly compensated. Even with the rising cost of living and overwhelming demands of their job, they endure being underpaid through the years.

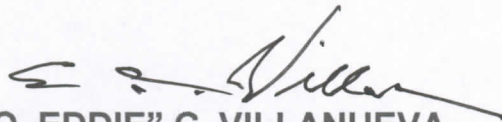
For this reason, the teaching in the public education sector becomes an unattractive career for both graduates and incoming college students. Also, seasoned

educators choose to leave their teaching profession in search for greener pastures in other industries or even abroad.

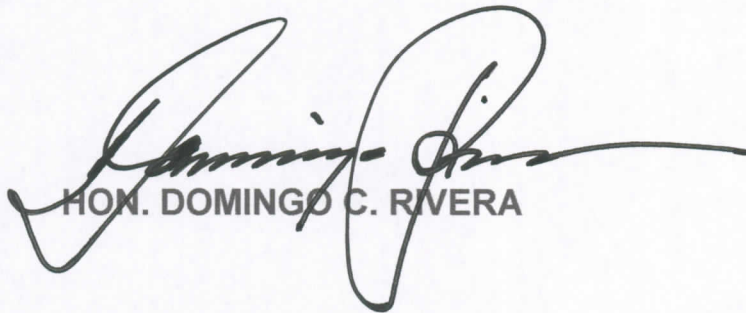
This bill seeks to safeguard better compensation to our diligent public school teachers and non-teachers in basic education by providing them additional grocery and medical allowance every quarter.

Through this bill, teaching in public schools will become a practical and sustainable career, hence, encouraging more personnel to remain in the profession that builds our youth, the future of our nation.

Given the abovementioned points, the immediate passage of this bill is eagerly requested.



HON. EDUARDO "BRO. EDDIE" C. VILLANUEVA



HON. DOMINGO C. RIVERA

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

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

7
8 **SECTION 2. Coverage.** – The benefits under this Act shall apply all teaching and
9 non-teaching personnel in basic education.

10
11 **SECTION 3. Additional Support.** – The covered personnel shall be entitled to the
12 following additional benefits:

- 13
14 (a) Additional Grocery and Transportation Expense in the amount of Three
15 Thousand Pesos (Php3,000.00) per quarter; and
16 (b) Medical Allowance in the amount of Two Thousand Pesos (Php2,000.00) per
17 quarter.
18

1 These additional benefits shall not be taxable, unless the total amount of benefit
2 received by the covered personnel exceeds the threshold provided under Section
3 32(B), Chapter VI of the National Internal Revenue Code of the Philippines.

4
5 **SECTION 4. *Appropriation.*** – The amount necessary to carry out the initial
6 implementation of this Act shall be sourced from the current budget of the
7 Department of Education. Thereafter, the amount shall be included in the General
8 Appropriations Act.

9
10 **SECTION 5. *Implementing Rules and Regulations.*** – Within ninety (90) days from
11 the effectivity of this Act, the Department of Education, in consultation with the
12 Department of Budget and Management and other relevant stakeholders, shall
13 promulgate the necessary rules and regulations for the effective implementation of
14 this Act.

15
16 **SECTION 6. *Separability Clause.*** – Should any provision herein be declared
17 unconstitutional or invalid, the same shall not affect the validity of the other
18 provisions of this Act.

19
20 **SECTION 7. *Repealing Clause.*** – Any law, presidential decree or issuance,
21 executive order, letter of instruction, administrative order, rule or regulation contrary
22 to or inconsistent with any provision of this Act is hereby repealed or modified
23 accordingly.

24
25 **SECTION 8. *Effectivity.*** – This Act shall take effect fifteen (15) days from the date
26 of its publication in the Official Gazette or in at least two (2) newspapers of general
27 circulation.

28
29
30 **Approved,**