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Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 2889



Introduced by Hon. John Marvin "Yul Servo" C. Nieto

Explanatory Note:

15 Education plays an essential role in nation building for schools serve as a second
16 home for many students to grow and develop. In these schools, teachers all over
17 the country educate the youth through years of constant guidance and
18 supervision. It is a noble, but at the same time, a challenging profession for it is
19 an important responsibility to undertake day-in and day-out.

20 Despite the large allocation of Education in the national budget, the compensation
21 of public school teachers have remained low and borderline insufficient, compelling
22 most teachers to find other means to generate income. With the rising price of
23 goods and the increasing cost of living in the country, teachers and other school
24 personnel cannot rely solely on their modest salaries, instead, they turn to loan
25 agents in order to make ends meet.

26 It is the policy of the State to promote the welfare and economic well-being of
27 teachers and personnel in the education sector. They should be given the proper
28 compensation for serving in the front lines. Their profession as educators is an
29 integral part in the development of the whole nation.

30 This measure seeks to provide additional support and compensation for teachers
31 and personnel in Basic Education

32 In view of the foregoing reasons, immediate approval of this measure is earnestly
33 sought.
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JOHN MARVIN "YUL SERVO" C. NIETO

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44 **Quezon City**

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53
54 **AN ACT PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION**
55 **FOR EDUCATORS IN BASIC EDUCATION**

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

58 **SECTION 1. Short Title.** - This Act shall be known as the "Basic Education
59 Teachers Pay Increase Act."

60 **SEC. 2. Declaration of Policy.** - It is hereby declared the policy of the State to
61 promote the welfare and economic well-being of public school teachers and
62 personnel in basic education.

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

65 a) Basic Education - early childhood, elementary, secondary, alternative
66 learning system (ALS), and education for those with special needs.

67 b) Locally-Funded Teacher - a public school teacher who is hired and paid
68 for, fully or partially, by a local government unit or any other local entity in
69 accordance with the rules and regulations issued by the Department of
70 Education (DepEd).

71 c) Non-Teaching Personnel - officials and employees of the Department of
72 Education who are not defined herein as public school teachers.

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

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

85 **SEC. 5. Additional Compensation.** - An amount of Ten Thousand Pesos (Php
86 10,000.00) per month shall be granted to those mentioned in Section 4 of this Act
87 as additional compensation to their existing salary and benefits. *Provided*, That
88 said amount shall be paid in three (3) tranches, as follows:

89 First Year - Php 4,000 per month;

90 Second Year - an additional Php 3,000 per month;

91 Third Year - another additional Php 3,000 per month;

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

99 **SEC. 6. Additional Support.** - The following additional support is hereby
100 authorized:

101 a) Support in the form of allowances and other remuneration funded from
102 local school board funds. - Any law, executive issuance, department order,
103 local ordinance, and the like, to the contrary notwithstanding, the Local
104 School Boards, as defined in the 1991 Local Government Code, are hereby
105 authorized to augment the existing allowances of herein beneficiaries to be
106 sourced from the Special Education Fund (SEF): *Provided*, That the
107 implementation of this authority shall not in any way prejudice the required
108 budgetary allocation to address the school building and classroom shortage
109 in the area.

110 b) Medical Allowance. - The herein beneficiaries shall receive an allowance
111 for medical check-up in the amount of One Thousand Pesos (Php 1,000.00)
112 per year.

113 c) Magna Carta Bonus. - In consideration of the many unenjoyed and
114 unimplemented provisions of Republic Act 4670 or the Magna Carta for
115 Public School Teachers of 1966, the DepEd is hereby authorized to grant an
116 annual Magna Carta bonus to public school teachers and non-teaching
117 personnel of the DepEd. The maximum amount of the Magna Carta bonus
118 shall be equivalent to the entitlement a teacher or a non-teaching personnel
119 should have received under Republic Act No. 4670 but which has not been
120 realized in a given budget year. Congress shall appropriate the funding for
121 this bonus upon the recommendation of the DepEd.

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

126 **SEC. 8. Transitory Provision.** - Notwithstanding Section 3 (b) of this Act, all
127 locally-funded teachers shall enjoy the benefits herein granted: *Provided*, That
128 within three (3) years from the approval of this Act, locally-funded teachers who
129 fail to comply with said Section 3 (b) shall cease to be covered by this Act.

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

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

136 **SEC. 11. Repealing Clause.** - All laws, decrees, orders, rules, and regulations or
137 other issuances or parts inconsistent with the provisions of this Act are hereby
138 repealed or modified accordingly.

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

142 *Approved,*

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