

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

EIGHTEENTH CONGRESS
First Regular Session

3015
HOUSE BILL NO. _____



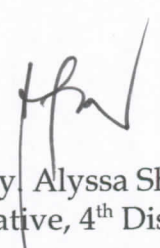
Introduced by Representative ALYSSA SHEENA TAN

EXPLANATORY NOTE

It is provided in Section 5 (5) of Article XIV of the Constitution that *"the State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment."* However, overworked and underpaid public school teachers express dissatisfaction with the compensation they receive. The average monthly salary of Philippine elementary and high school public teachers only range to about Php19,600 in 2019. According to the Philippine Statistics Authority the monthly expenditure of Filipino families in 2015 is approximately at Php22,000. Considering the increase in the costs of goods from 2015 to 2019, the amount that teachers are receiving is below what they deserve in light of the important role they play in shaping the future of the nation.

To substantiate the Constitutional promise of ensuring the best teachers to educate the Filipino youth, a measure must be made to guarantee the satisfaction and fulfillment of our educators. This bill seeks to provide additional support for public school teachers and non-teaching personnel of the Department of Education. The State will advance the welfare and economic well being of public school teachers and other basic education personnel through the additional compensation that this bill introduces.

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


Atty. Alyssa Sheena Tan
Representative, 4th District of Isabela

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HOUSE BILL NO. _____

Introduced by Representative ALYSSA SHEENA TAN

AN ACT
PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR
EDUCATORS AND OTHER PERSONNEL 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.* It is the policy of the State to promote the welfare and economic well-being of public school teachers and basic education personnel.

SECTION 2. *Definition of Terms.* The following terms shall be understood accordingly:

- a.) Basic education - early childhood, elementary, secondary, alternative learning system (ALS), and education for those with special needs;
- b.) Non-teaching personnel - officials and employees of the Department of Education (DepEd) who are not defined herein as public school teachers.
- c.) Public school teachers - a person engaged in:
 - 1.) actual classroom teaching in public basic education;
 - 2.) teaching 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.

Public school teachers as defined herein shall include those who are hired and paid for fully or partially by a Local Government Unit or any other local entity in accordance with the Department of Education's rules and regulations.

SECTION 3. *Beneficiaries.* The additional support and compensation provided for in this Act shall cover public school teachers, and non-teaching personnel of the DepEd; *Provided* that non-teaching personnel of the DepEd occupying positions from salary grade level 30, under the DepEd schedule of salaries, and/or Assistant Secretaries upwards are excluded.

SECTION 4. *Additional Compensation.* An amount of Ten Thousand Pesos (Php10,000.00) per month shall be granted to the beneficiaries of this Act as additional compensation to

their existing salary and benefits. Such additional compensation shall be paid in three (3) tranches, as follows:

- a.) Four Thousand Pesos (Php4,000.00) per month on the first year;
- b.) An additional Three Thousand Pesos (Php3,000.00) per month on the second year; and
- c.) An additional Three Thousand Pesos (Php3,000.00) per month on the third year.

SECTION 5. *Additional Support for Teaching Personnel with a Masters Degree or Higher.* Teaching personnel with a Masters Degree or higher shall receive an additional Two Thousand Pesos (Php2,000.00) on the third year and onward.

SECTION 6. *Continuity of the Additional Compensation.* In the succeeding years, the additional compensation granted in Sections 4 and 5 of this Act shall be continuously paid in full to the beneficiaries. The same additional compensation shall be part of the basic salary for purposes of computing retirement pays and bonuses that the beneficiaries under this Act are entitled to. The support granted under Section 4 and 5 shall be without prejudice to future increases in the basic pay of the beneficiaries of this Act.

SECTION 7. *Medical Allowance.* The beneficiaries of this Act shall also receive an allowance for medical check-up in the amount of One Thousand Pesos (P1,000.00) per year.

SECTION 8. *Remuneration from Local School Board Funds.* The Local School Boards, as defined in the Local Government Code, are hereby authorized to augment the existing allowances of herein beneficiaries to be sourced from the Special Education Fund; *Provided,* that this augmentation shall not in any way prejudice the required budgetary allocation to address the school building and classroom shortages in the areas concerned.

SECTION 9. *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 10. *Transitory Provision.* Public school teachers hired and paid for fully or partially by a Local Government Unit or any other local entity in accordance with the Department of Education's rules and regulations who fail to comply with the same within three years from the approval of this Act shall be not be further considered as a beneficiary herein.

SECTION 11. *Separability Clause.* Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 12. *Repealing Clause.* All laws, decrees, orders, rules, and regulations or other issuance or parts inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

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98 **SECTION 13. Effectivity.** This Act shall take effect immediately after its publication in the
99 Official Gazette or in any newspaper of general circulation in the Philippines.
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102 *Approved,*