

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Constitution Hills, Quezon City

**SEVENTEENTH CONGRESS**  
Second Regular Session



**HOUSE BILL NO. 4232**

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Introduced by Representative Salvador B. Belaro, Jr.

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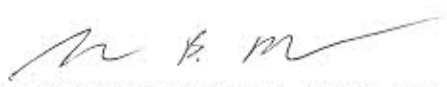
**EXPLANATORY NOTE**

This bill seeks to grant a special leave privilege for a maximum of three (3) days per school year to all teaching personnel of the Department of Education and state universities and colleges.

Unlike other government employees, teaching personnel have no leave privileges or service credits except if they work beyond regular functions or beyond regular work hours/days where payment of honorarium or overtime pay is not possible.

Teaching personnel should therefore be entitled to special leave privileges to allow them to attend to filial and domestic responsibilities during school year provided this will not jeopardize the handling of classes.

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

  
**Atty. SALVADOR B. BELARO, JR.**  
Representative  
1-Ang Edukasyon Party List

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**AN ACT TO GRANT A SPECIAL LEAVE PRIVILEGE FOR A  
MAXIMUM OF THREE (3) DAYS PER SCHOOL YEAR TO ALL  
TEACHING PERSONNEL OF THE DEPARTMENT OF  
EDUCATION, AND STATE UNIVERSITIES AND COLLEGES**

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

SECTION 1. *Title.* - This Act shall be known as the “AN ACT TO  
GRANT A SPECIAL LEAVE PRIVILEGE FOR A MAXIMUM OF  
THREE (3) DAYS PER SCHOOL YEAR TO ALL TEACHING  
PERSONNEL OF THE DEPARTMENT OF EDUCATION, STATE  
UNIVERSITIES AND COLLEGES.”

SECTION 2. *Definition of Terms.* - As used in this Act, the term:

- (a) “Special Leave Privilege” refers to a leave of absence for a  
maximum of three (3) days per school year that teaching  
personnel of the Department of Education, and state universities  
and colleges can avail of. This leave is with pay. However, the

availment of this special privilege leave shall be forfeited if not taken during the school year.

- (b) "Teaching personnel" refers to all teaching personnel who have teaching loads and are handling classes in the all public schools as well as state universities and colleges.

SECTION 3. *Grant of Service Leave Privelege.* - The grant of special leave privilege for a maximum of three (3) days per school year can be availed of by every teaching personnel of the Department of Education as well as by state universities and colleges who have rendered service for at least two (2) years in government service. The grant of special leave privelege shall be with pay and shall be forfeited if not availed of during the school year. Teaching personnel who are currently on scholarship leave or scholarship grant on the current year cannot avail of this privilege during the year that they re on scholarship leave or scholarship grant.

SECTION 4. *Responsibility of the Immediate Supervisor.*-The immediate supervisor of the teacher availing of this leave shall ensure that classes are not sacrificed in the availment of this special leave privilege. The immediate supervisor shall adopt measures to accommodate as much as possible the affected class or classes in other classes handled by other teachers who shall be tasked of taking over the teaching duties of the teacher on leave. .

SECTION 5. The Department of Education (DepEd), Commission on Higher Education (CHED), and the Technical Skills and Development Authority (TESDA) shall be tasked with formulating the rules and regulations necessary for the successful implementation of this Act.

SECTION 6. *Separability Clause* — If any provision of this Act is held invalid, the other provisions not affected shall remain in full force and effect.

SECTION. 7. *Repealing Clause.* — All laws, decrees or rules inconsistent with this Act are hereby repealed or modified accordingly.

SECTION. 8. *Effectivity.* — This Act shall take effect fifteen (15) days after the completion of its publication in the Official Gazette or in at least two (2) newspapers of general circulation.

Approved.