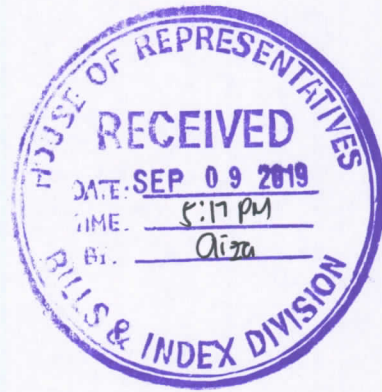


Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 4451



Introduced by Representative Ferdinand L. Hernandez

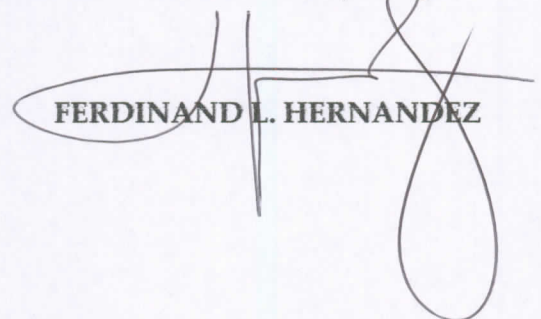
Explanatory Note

Under Article XIV, Section 5 of the 1987 Constitution, the State is mandated to enhance the right of teachers to professional advancement, and to afford protection to non-teaching academic and non-academic personnel. The State is also enjoined to 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.

Public school teachers, locally-funded teachers, and non-teaching personnel of the Department of Education (DepEd) and the Philippine Science High School System are entrusted with the rearing of our youth into good citizens; thus, the future itself of our country is in their hands. Their economic needs, however, are not being met under the current compensation structure. This has led some teachers to seek better paying teaching jobs abroad, benefitting the youth of other countries instead of our own. Others have been forced to sell food and other items to their students or take out loans, just to be able to meet the needs of their families.

This bill seeks to address the economic problem of our public school teachers, locally-funded teachers, and non-teaching personnel, by increasing their basic salary with an additional ten thousand pesos (P10,000.00). Furthermore, local school boards shall be empowered to augment the allowances of these personnel. Finally, the bill will also provide a medical allowance of five thousand pesos (P5,000.00) per year, and fully implement the provisions of Republic Act No. 4670, or the Magna Carta for Public School Teachers of 1966.

Considering the rationale stated above, the approval of this Bill is earnestly sought.


FERDINAND L. HERNANDEZ

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

EIGHTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 4451

Introduced by Representative Ferdinand L. Hernandez

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

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

SECTION 1. Short Title. - This Act shall be known as the "Teachers Salary Increase Act."

SEC. 2. 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 personnel in basic education.

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

- a) Basic Education - early childhood, elementary, secondary, alternative learning system (ALS), and education for those with special needs.
- b) Locally-Funded Teacher - 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 - officials and employees of the Department of Education who are not defined herein as public school teachers.
- d) Public School Teacher - 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.

SEC. 4. Beneficiaries. - The Additional Support and Compensation provided for in this Act shall cover the following: public school teachers, locally-funded teachers, Philippine Science High School System teaching and non-teaching personnel, and nonteaching personnel of the DepEd,

excluding those occupying positions from salary grade level 30, under the DepEd schedule of salaries, and/or Assistant Secretary upwards.

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

First Year - Php 4,000 per month;

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

Third Year - another additional Php 3,000 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.

SEC. 6. Additional Support. - 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 Five Thousand Pesos (Php 5,000.00) per year.

c) Magna Carta Bonus. - In consideration of the many unenjoyed and unimplemented provisions of Republic Act 4670 or the Magna Carta for Public School Teachers of 1966, 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 Republic Act No. 4670 but which has not been realized in a

given budget year. Congress shall appropriate the funding for this bonus upon the recommendation of the DepEd.

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

SEC. 8. Transitory Provision. - Notwithstanding Section 3 (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 3 (b) shall cease to be covered by this Act.

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

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

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

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

Approved.