

SEVENTEENTH CONGRESS  
CONGRESS OF THE PHILIPPINES  
First Regular Session  
HOUSE OF REPRESENTATIVES

House Bill No. 1181

HOUSE OF REPRESENTATIVES

**RECEIVED**

DATE: 05 JUL 2016

TIME: 5:40 P

BY: [Signature]

REGISTRATION UNIT  
BILLS AND INDEX SERVICE

Introduced by REPRESENTATIVE PIA S. CAYETANO

**EXPLANATORY NOTE**

Teaching has always been recognized as a noble profession, "which makes all other professions possible."<sup>1</sup> The role of teachers is not limited to imparting knowledge, but also to mold the minds and shape the character of our children, and instill in them good moral values and civic responsibility. No less than the Constitution recognizes the importance of the teaching profession, where it states in Article XIV, Section 5(5) that, "the State shall assign the highest budgetary priority to education and ensure that teaching will retain its rightful share of the best available talents through adequate remunerations and other means of job satisfaction and fulfillment."

However, despite their significant role in raising our next generation, public school teachers are not adequately compensated for their work. Public school educators receive an average minimum salary of P 18,500.<sup>2</sup> Thus, this bill proposes an increase in the salaries of public school teachers in basic education as well as non-teaching personnel.

This bill recognizes the need to promote the welfare and economic well-being of our public school teachers and personnel in basic education by increasing their salaries to a competitive rate. Not only will this reinforce the well-deserved respect for educators, directly alleviate their financial burdens, and improve their quality of life, it will also encourage our best minds to enter into the profession, prevent the brain drain of our teachers, and motivate them to perform exceptionally in their work.

The approval of this bill is earnestly sought.

*Pia S. Cayetano*  
PIA S. CAYETANO

<sup>1</sup> David Haselkorn, 1996.

<sup>2</sup> <http://www.gmanetwork.com/news/story/358843/news/nation/bill-seeks-to-increase-public-school-teachers-salary-from-p18k-to-p36k>

SEVENTEENTH CONGRESS  
CONGRESS OF THE PHILIPPINES  
First Regular Session  
HOUSE OF REPRESENTATIVES

House Bill No. 1181

---

Introduced by REPRESENTATIVE PIA S. CAYETANO

---

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:*

1 **SECTION 1. Declaration of Policy.**- It is hereby declared the policy of the State to  
2 promote the welfare and economic well-being of public school teachers and  
3 personnel in basic education.

4  
5 **SEC. 2. Definition of Terms.**-

- 6  
7 a. *Basic Education*- shall refer to early childhood, elementary, secondary,  
8 alternative learning system (ALS), and education for those with special needs;  
9  
10 b. *Locally-Funded Teacher*- shall refer to a public school teacher who is hired  
11 and paid for, fully or partially, by a local government unit or any other local  
12 entity in accordance with the rules and regulations issued by the Department  
13 of Education (DepEd);  
14  
15 c. *Non-Teaching Personnel*- shall refer to officials and employees of the  
16 Department of Education who are not defined herein as public school  
17 teachers;  
18  
19 d. *Public School Teacher*- shall refer to a person engaged in: (1) actual  
20 classroom teaching in public basic education; (2) teaching in alternative  
21 learning system (ALS); (3) teaching and non-teaching employment with the  
22 Philippine Science High School System; and (4) school-based supervisory,  
23 managerial, administrative, and/or technical functions in public basic  
24 education.

25  
26 **SEC. 3. Beneficiaries.**- The additional support and compensation provided for in  
27 this Act shall cover the following:

- 28  
29 1) public school teachers,  
30 2) locally-funded teachers,  
31 3) Philippine Science High School System teaching and non-teaching  
32 personnel, and

1 4) non- teaching personnel of the DepEd, excluding those occupying positions  
2 from salary grade level 30, under the DepEd schedule of salaries, and/or  
3 Assistant Secretary upwards.

4  
5 **SEC. 4. Additional Compensation.** - An amount of Ten Thousand Pesos  
6 (Php10,000.00) per month shall be granted to those mentioned in Sec. 3 of this Act  
7 as additional compensation to their existing salary and benefits: *Provided*, That said  
8 amount shall be paid in three (3) equal tranches, as follows:

9  
10 First Year – P4,000.00 per month;

11 Second Year - an additional P3,000.00 per month;

12 Third Year - another additional P3,000.00 per month;

13  
14 *Provided further*, That in succeeding years, said support compensation shall  
15 be continuously paid in full to the beneficiaries: *Provided furthermore*, That said  
16 additional compensation shall be considered as part of the basic salary for the  
17 purpose of computing retirement pays and bonuses that the beneficiaries under this  
18 Act are entitled to: *Provided finally*, That the support granted under this Act shall be  
19 without prejudice to future increases in the basic pay of the herein beneficiaries.

20  
21 **SEC. 5. Additional Support.** - The following additional support is hereby authorized:

22  
23 a. *Support in the form of allowances and other remuneration funded from*  
24 *local school board funds*

25  
26 Any law, executive issuance, department order, local ordinance, and the like,  
27 to the contrary notwithstanding, the Local School Boards, as defined in the 1991  
28 Local Government Code, are hereby authorized to augment the existing allowances  
29 of herein beneficiaries to be sourced from the Special Education Fund (SEF):  
30 *Provided*, That the implementation of this authority shall not in any way prejudice the  
31 required budgetary allocation to address the school building and classroom shortage  
32 in the area.

33  
34 b. *Medical Allowance*

35  
36 The herein beneficiaries shall receive an allowance for medical check-up in  
37 the amount of One Thousand Pesos (P1,000.00) per year.

38  
39 c. *Magna Carta Bonus*

40  
41 In consideration of the many unenjoyed and unimplemented provisions of  
42 Republic Act 4670 or the Magna Carta for Public School Teachers of 1966, the  
43 DepEd is hereby authorized to grant an annual Magna Carta bonus to public school  
44 teachers and non-teaching personnel of the DepEd. The maximum amount of the  
45 Magna Carta bonus shall be equivalent to the entitlement a teacher or a non-  
46 teaching personnel should have received under RA 4670 but which has not been  
47 realized in a given budget year. The funding for this bonus shall be sourced from  
48 savings or other sources as may be determined by the DepEd.

1 **SEC. 6. Appropriation.** - To immediately implement the provisions of this Act, the  
2 initial funding shall be sourced from the savings of the Executive branch of the  
3 government and other possible sources that may be determined by the Office of the  
4 President, and subsequent funds needed shall be included in the General  
5 Appropriations Act for the year following the approval of this Act.

6  
7 **SEC. 7. Transitory Provision.** - Notwithstanding Section 2 (b) of this Act, all locally-  
8 funded teachers shall enjoy the benefits herein granted: *Provided*, That within three  
9 (3) years from the approval of this Act, locally-funded teachers who fail to comply  
10 with said Section 2 (b) shall cease to be covered by this Act.

11  
12 **SEC. 8. Separability Clause.** - Should any provision herein be declared  
13 unconstitutional,  
14 the same shall not affect the validity of the other provisions of this Act.

15  
16 **SEC. 9. Repealing Clause.** - All laws, decrees, orders, rules, and regulations or  
17 other issuances or parts inconsistent with the provisions of this Act are hereby  
18 repealed or modified accordingly.

19  
20 **SEC. 10. Effectivity.** - This Act shall take effect immediately after its publication in  
21 the Official Gazette or in any newspaper of general circulation in the Philippines.

*Approved,*