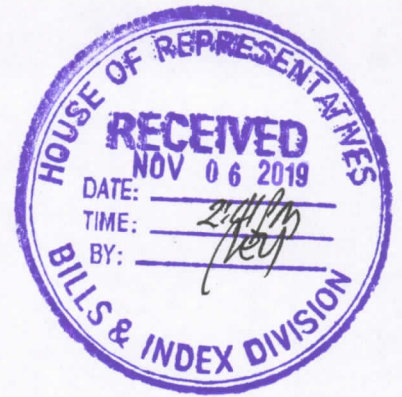


Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Batasan Hills, Quezon City



**EIGHTEENTH CONGRESS**  
First Regular Session

**5349**  
**HOUSE BILL No. \_\_\_\_\_**

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Introduced by  
**ACT Teachers Party-List Rep. FRANCE L. CASTRO,**  
**BAYAN MUNA Party-List Rep. CARLOS ISAGANI T. ZARATE,**  
**Rep. FERDINAND GAITE and Rep. EUFEMIA C. CULLAMAT,**  
**GABRIELA Women's Party Rep. ARLENE D. BROSAS,**  
**and KABATAAN Party-List Rep. SARAH JANE I. ELAGO**

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**AN ACT**  
**PROVIDING SICK LEAVE BENEFITS OF THIRTY DAYS WITH PAY PER YEAR**  
**TO ALL PUBLIC SCHOOL TEACHERS**

**EXPLANATORY NOTE**

Sick leave is defined under pertinent rules and regulations of the Civil Service Commission as granted "on account of sickness or disability on the part of the employee concerned or any member of his immediate family."

It is a common complaint among public school teachers that, since current laws, rules, and regulations do not afford them this leave privilege, it is as if government views them as superhumans who do not get sick during the school year. When they do, teachers just "bear it" and hold classes while they have fever or any other illness, or absent themselves but suffer deductions in their salaries. Often, it takes longer for them to heal, with almost zero time for recuperation. Worse, what started as minor conditions get aggravated, requiring more expensive treatment.

The justification for not affording public school teachers sick leave privileges is that they are allegedly already covered by the leave benefits granted to those on "teachers' leave basis," namely, service credits and Proportional Vacation Pay (PVP). However, service credits are in fact remuneration for work done by the teacher, particularly, those done beyond regular functions or regular work or days, such as Brigada Eskwela and election and census service. Furthermore, availment of service credits is saddled with

many requirements and limited to only 15 days per year, despite the many non-teaching related tasks and activities required of teachers. On the other hand, the PVP has for a long time become remuneration also, this time for work required of teachers during April and May, which are supposedly months of vacation.

Otherwise put, service credits and PVP have different nature and purpose as compared to sick leave—which is a privilege that would allow teachers to take off from work due to health reasons. But, since current rules provide that service credits and PVP shall be used to “offset” absences during the school year, teachers’ remuneration for work (that is, service credits and PVP) are in effect diminished or reduced whenever they get sick on school days.

It is high time for our laws to be rectified in order to extend to public school teachers greater protection against health complications, especially considering that most of such conditions are the effects of the daily strain of teachers’ tasks in schools and overwork. Public school teachers deserve sick leave benefits in light of the heavy workload which they are made to bear including various tasks not related to teaching, inhumane working conditions such as large class sizes, and policies such as the Results-based Performance Management System which purport to “measure” their performance but instead cause them further hardship.

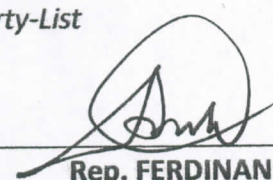
For the foregoing reasons, approval of this bill is earnestly sought.



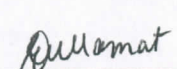
Rep. FRANCE L. CASTRO  
ACT Teachers Party-List



Rep. CARLOS ISAGANI-T. ZARATE  
BAYAN MUNA Party-List



Rep. FERDINAND GAITE  
BAYAN MUNA Party-List



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GABRIELA Women’s Party



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**AN ACT**  
**PROVIDING SICK LEAVE BENEFITS OF THIRTY DAYS WITH PAY PER YEAR**  
**TO ALL PUBLIC SCHOOL TEACHERS**

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

**SECTION 1. Sick Leave with Pay for Public School Teachers.** All public school teachers shall be entitled to sick leave benefits of thirty days with pay per year. In the computation of the same, Saturdays, Sundays, and holidays shall be excluded.

The leave privilege provided under this Act shall be in addition to the service credits and the Proportional Vacation Pay already provided under present laws and rules, *Provided*, That the same shall be non-cumulative and non-convertible to cash.

**SECTION 2. Implementing Rules and Regulations.** The Department of Education shall promulgate the rules and regulations necessary for the implementation of this Act within a period of thirty (30) days after its effectivity.

**SECTION 3. Repealing Clause.** All laws, decrees, rules and regulations, and other issuances inconsistent with this Act are hereby repealed or modified accordingly.

**SECTION 4. Effectivity.** This Act shall take effect fifteen (15) days after its publication in the Official Gazette or one (1) newspaper of general circulation.

*Approved,*