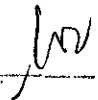


'14 SEP 23 P2:54

SENATE

S.B. No. 2423

RECEIVED BY: 

INTRODUCED BY SENATOR CYNTHIA VILLAR

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

EXPLANATORY NOTE

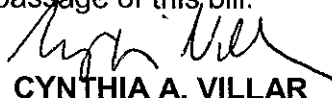
Section 5 (5), Article XIV of the Philippine Constitution provides that *"The State shall assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment."* Despite such categorical declaration and with the diligent efforts of our public officials to meet this end, the present support for the requirements of education remains wanting, and this reality inevitably includes the continuing clamor of our public teachers for additional compensation.

Needless to say, our public teachers need all the support they could get. After all, in a country where there is a robust population growth along with a quite elusive inclusive growth, taking on a teaching job in our public schools is not an easy task, and demands much patience and sacrifice. Despite the challenges they face, i.e. the lack of classrooms, disproportionate ratio of teachers and students, and need of more updated teaching tools and implements, not to mention their own individual predicaments, you could still see a great number of our public school teachers hurdle the hardship, improvise and painstakingly continue to fulfill their mandate to mold the minds of our Filipino children to learn and grow up as responsible citizens of this country. And certainly, for the teachers' noble efforts, we aim for them to receive ample compensation for their services.

The attached bill seeks for additional compensation and other benefits to augment the earnings of our public school teachers. The bill provides for a P10,000.00 monthly additional compensation, to be fully enjoyed after a staggered application within a period of three years. Further, our public school teachers will be entitled to additional support in the form of medical allowance, Magna Carta Bonus, and other LGU support, if applicable and when funds are available.

It may not be amiss to point out herein that the proposed bill for this scheme of additional compensation for the teachers was initiated in 2008 during the 14th Congress and gained the support of the majority of Senators with the bill's approval on third reading; however, the bill was shelved when the government approved on June 17, 2009 the Joint Resolution No. 4 or the Salary Standardization Law-3, which provides for the salary increase of all government employees for 2009 to 2012. Unfortunately, five years hence, our public school teachers still find the need for the attached bill's enactment and share the view that the features of SSL-3 have brought meager improvement on their status for the reason, among others, that the SSL-3 granted very low percentage increase for lower bracket positions, like that of teachers. Hence, our public school teachers has renewed their clamor for the approval of this bill, which will bring about the much needed augmentation of their earnings.

In view of the foregoing, I recommend the early passage of this bill.


CYNTHIA A. VILLAR



1 SIXTEENTH CONGRESS OF THE)
2 REPUBLIC OF THE PHILIPPINES)
3 SECOND REGULAR SESSION)
4

14 SEP 23 P2 54

5 SENATE

6
7 RECEIVED BY: *JNV*

8 S.B. No. 2423
9

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11 INTRODUCED BY SENATOR CYNTHIA VILLAR
12

13
14 AN ACT
15 PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR
16 EDUCATORS IN BASIC EDUCATION
17

18 *Be it enacted by the Senate and the House of Representatives of the Philippines in*
19 *Congress Assembled:*
20

21
22 **SECTION 1. Declaration of Policy.** - It is hereby declared the policy of the
23 State to promote the welfare and economic well-being of public school teachers and
24 personnel in basic education.
25

26 **SEC. 2. Definition of Terms.** -

27
28 a. *Basic Education* shall refer to early childhood, elementary, secondary,
29 alternative learning system (ALS) education, and education for those with special
30 needs;
31

32 b. *Locally-Funded Teacher* shall refer to a public school teacher who is hired
33 and paid for, fully or partially, by a local government unit or any other local entity in
34 accordance with the rules and regulations issued by the Department of Education
35 (DepEd);
36

37 c. *Non-Teaching Personnel* shall refer to officials and employees of the
38 Department of Education who are not defined herein as public school teachers; and
39

40 d. *Public School Teacher* shall refer to a person engaged in: (1) actual
41 classroom teaching in public basic education; (2) teaching in alternative learning system
42 (ALS); (3) teaching and *non-teaching* employment with the Philippine Science High
43 School System; and (4) school-based supervisory, managerial, administrative, and/or
44 technical functions in public basic education.
45

46
47 **SEC. 3. Beneficiaries.** - The Additional Support and Compensation provided
48 for in this Act shall cover the following:
49

- 50 1) Public school teachers;
51
52 2) Locally-funded teachers;
53
54 3) Philippine Science High School System teaching and non-teaching 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 Assistant
3 Secretary upwards.
4
5

6 **SEC. 4. Additional Compensation.** - An amount of Ten Thousand Pesos
7 (Php10, 000.00) per month shall be granted to those mentioned in Sec. 3 of this Act as
8 additional compensation to their existing salary and benefits: Provided, That said
9 amount shall be paid in three (3) tranches, as follows:
10

11 First Year - P4,000.00 per month;

12 Second Year - an additional P3,000.00 per month:

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

14
15
16
17 *Provided further.* That in succeeding years, said support compensation shall be
18 continuously paid in full to the beneficiaries: *Provided furthermore,* That said additional
19 compensation shall be considered as part of the basic salary for the purpose of
20 computing retirement pays and bonuses that the beneficiaries under this Act are entitled
21 to: *Provided finally,* That the support granted under this Act shall be without prejudice to
22 future increases in the basic pay of the herein beneficiaries.
23
24

25 **SEC. 5. Additional Support.** -The following additional support is hereby
26 authorized, provided the availability of funds to cover these items:
27

28 a. *Support in the form of allowances and other remuneration funded from local*
29 *school board funds* - Any law, executive issuance, department order, local ordinance,
30 and the like, to the contrary notwithstanding, the Local School Boards, as defined in the
31 1991 Local Government Code, are hereby authorized to augment the existing
32 allowances of herein beneficiaries to be sourced from the Special Education Fund
33 (SEF): Provided, That the implementation of this authority shall not in any way prejudice
34 the required budgetary allocation to address the school building and classroom
35 shortage in the area.
36

37 b. *Medical Allowance* - The herein beneficiaries shall receive an allowance
38 for medical check-up in the amount of One Thousand Pesos (P1, 000.00) per year.
39

40 c. *Magna Carta Bonus* - In line with the provisions of Republic Act 4670 or the
41 Magna Carta for Public School Teachers of 1966, the DepEd is hereby authorized to
42 grant an annual Magna Carta bonus to public school teachers and non-teaching
43 personnel of the DepEd. The funding for this bonus shall be appropriated by Congress
44 upon the recommendation of the DepEd.
45
46

47 **SEC. 6. Appropriation.** - The funds needed for the implementation of this Act
48 shall be provided for in the General Appropriations Act, or in a supplemental budget for
49 the year following the approval of this Act.
50
51

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

1 **SEC. 8. Separability Clause.** - Should any provision herein be declared
2 unconstitutional, the same shall not affect the validity of the other provisions of this Act.
3

4
5 **SEC. 9. Repealing Clause.** - All laws, decrees, orders, rules, and regulations or
6 other issuances or parts inconsistent with the provisions of this Act are hereby repealed
7 or modified accordingly.
8

9
10 **SEC. 10. Effectivity.** - This Act shall take effect immediately after its publication
11 in the Official Gazette or in any newspaper of general circulation in the Philippines.
12

13
14 Approved,