

SIXTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
Second Regular Session)



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SENATE
S.B. No. 2429

APPROVED BY:

Introduced by Senator **TEOFISTO "TG" GUINGONA III**

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

EXPLANATORY NOTE

Since 2010, the Aquino administration in its aim to ensure that every Filipino has access to complete quality basic education and prepare every Filipino graduate for higher education, employment and entrepreneurship, has invested substantially to provide the needed classrooms, books and teaching materials.

Even if education has the highest allocation in the national budget, teacher salaries have remained the same, forcing teachers to be creative in making ends meet. The dire situation of teachers makes it unattractive for our brightest graduates to take on a public school education career. Furthermore, seasoned educators are forced to leave their vocation for practical reasons - to seek greener pastures in other industries or even abroad.


Considering their pivotal role in nation development, it is but time that we address the plight of our public school teachers. Additional benefits would make a public education career not only noble, but practical and sustainable as well. Moreover, it helps enable our best and the brightest teachers to stay true to their calling and make a significant contribution to nation-building.

In view of the foregoing, passage of this measure is earnestly sought.

Senator Teofisto "TG" Guingona III

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Introduced by Senator **TEOFISTO "TG" GUINGONA III**

AN ACT
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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
2 to promote the welfare and economic well-being of public school teachers and personnel
3 in basic education.

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

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20 **SEC. 3. Beneficiaries.**- The Additional Support and Compensation provided for in
21 this Act shall cover the following: 1) public school teachers, 2) locally-funded teachers, 3)

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

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

10 First Year - P4, 000 per month;

11 Second Year - an additional P3, 000 per month:

12 Third Year - another additional P3, 000 per month;

13

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

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

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

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

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32 *b. Medical Allowance*

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

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c. Magna Carta Bonus

In consideration of the various 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 RA 4670 but which has not been realized in a given budget year. The funding for this bonus shall be appropriated by Congress upon the recommendation of the DepEd.

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

SEC. 7. Transitory Provision. - Notwithstanding Section 2 (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 2 (b) shall cease to be covered by this Act.

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

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

Approved.