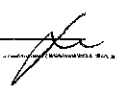


FOURTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session

8 JUN 11 P6:43

SENATE

RECEIVED BY: 

COMMITTEE REPORT NO. 77

Submitted Jointly by the Committees on Education, Arts and Culture; Civil Service and Government Reorganization; and Finance on JUN 11 2008.

Re: Senate Bill No. 2408 (Prepared by the Committees)

Recommending its approval in substitution of S.B. Nos. 69, 137, 756, 1544, 1611, 1955, and 2300.

Sponsors: Senators Alan Peter S. Cayetano, Edgardo J. Angara, Francis N. Pangilinan, Juan Miguel F. Zubiri, and Loren B. Legarda

Mr. President:

The Committees on Education, Arts and Culture; Civil Service and Government Reorganization; and Finance to which were primarily and secondarily referred Senate Bill No. 69, introduced by Senator Angara, entitled:

**“AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS FROM
SALARY GRADE 10 TO 19”**

Senate Bill No. 137, introduced by Senator Pangilinan, entitled:

**“AN ACT
INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 10 TO 20 AND PROVIDING FUNDS
THEREFOR”**

Senate Bill No. 756, introduced by Senator Trillanes IV, entitled:

**“AN ACT
INCREASING THE MINIMUM SALARY GRADE OF PUBLIC SCHOOL
TEACHERS FROM SALARY GRADE 10 TO 20 AND PROVIDING
FUNDS THEREFOR”**

Senate Bill No. 1544, introduced by Senator Zubiri, entitled:

**“AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF PUBLIC
SCHOOL TEACHERS IN ELEMENTARY AND SECONDARY LEVELS
FROM GRADE 10 TO GRADE 18 AND AUTHORIZING THE
APPROPRIATION OF FUNDS THEREFOR”**

Senate Bill No. 1611 introduced by Senator Legarda, entitled:

**“AN ACT
UPGRADING THE MINIMUM SALARY GRADE LEVEL OF TEACHERS
FROM SALARY GRADE 10 TO 19”**

Senate Bill No. 1955, introduced by Senator Revilla Jr., entitled:

**“AN ACT
INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 10 TO 20 AND PROVIDING FUNDS
THEREFOR”**

Senate Bill No. 2300, introduced by Senator Santiago, entitled:

**“AN ACT
INCREASING THE SALARY GRADE OF PUBLIC SCHOOL TEACHERS
FROM SALARY GRADE 10 TO 20 AND PROVIDING FUNDS
THEREFOR”**

have considered the same and have the honor to report them back to the Senate with the recommendation that the attached bill, S.B. No. 2408, prepared by the Committees, entitled:

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

be approved in substitution of S. B. Nos. 69, 137, 756, 1544, 1611, 1955, and 2300, with Senators Angara, Pangilinan, Trillanes IV, Zubiri, Legarda, Revilla Jr., Santiago, and Cayetano, Alan Peter as authors thereof.

Respectfully submitted:



JUAN PONCE ENRILE
Chairperson

Committee on Finance
Member, Committee on Education,
Arts and Culture



ALAN PETER S. CAYETANO
Chairperson
Committee on Education, Arts
and Culture
Member, Committee on Civil
Service and Government
Reorganization

PANFILO M. LACSON

Acting Chairperson

Committee on Civil Service and Government Reorganization
Member, Committee on Finance

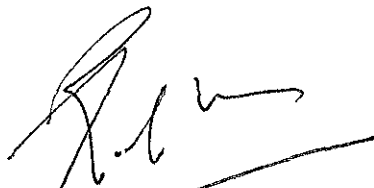
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Member, Committee on Education, Arts and Culture, Committee on Finance, and Committee on Civil Service and Government Reorganization

JOKER P. ARROYO

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affordability.*



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Ex-Officio Members



JINGGOY EJERCITO ESTRADA
President Pro-Tempore



FRANCIS N. PANGILINAN
Majority Leader



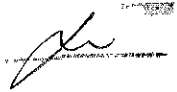
AQUILINO Q. PIMENTEL, JR.
Minority Leader

HON. MANNY VILLAR
President
Senate of the Philippines
Pasay City

FOURTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)

8 JUN 11 2:43

SENATE
S.B. No. 2408

RECEIVED BY: 

(In Substitution of Senate Bill Nos. 69, 137, 756, 1544, 1611, 1955, and 2300)

Introduced by Senators Alan Peter S. Cayetano, Edgardo J. Angara, Francis N. Pangilinan, Antonio F. Trillanes IV, Juan Miguel F. Zubiri, Loren B. Legarda, Ramon B. Revilla Jr., Miriam Defensor Santiago and the members of the Committees on Education, Arts and Culture; Civil Service and Government Reorganization; and Finance

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

4 **SEC. 2. Definition of Terms.**—

5 a. *Basic Education*- shall refer to early childhood, elementary, secondary,
6 alternative learning system (ALS), and education for those with special
7 needs;

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

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

15 d. *Public School Teacher*- shall refer to a person engaged in: (1) actual
16 classroom teaching in public basic education; (2) teaching in alternative

1 learning system (ALS); (3) teaching and non-teaching employment with
2 the Philippine Science High School System; and (4) school-based
3 supervisory, managerial, administrative, and/or technical functions in
4 public basic education.

5 **SEC. 3. Beneficiaries.**— The Additional Support and Compensation
6 provided for in this Act shall cover the following: 1) public school teachers, 2)
7 locally-funded teachers, 3) Philippine Science High School System teaching and
8 non-teaching personnel, and 4) non- teaching personnel of the DepEd, excluding
9 those occupying positions from salary grade level 30, under the DepEd schedule
10 of salaries, and/or Assistant Secretary upwards.

11 **SEC. 4. Additional Compensation.**— An amount of Nine Thousand
12 Pesos (Php9,000.00) per month shall be granted to those mentioned in Sec. 3 of
13 this Act as additional compensation to their existing salary and benefits:
14 *Provided*, That said amount shall be paid in three (3) equal tranches, as follows:

15 First Year — P3,000 per month;

16 Second Year — an additional P3,000 per month;

17 Third Year — another additional P3,000 per month;

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

25 **SEC. 5. Additional Support.** -- The following additional support is hereby
26 authorized:

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

29 Any law, executive issuance, department order, local ordinance,

1 and the like, to the contrary notwithstanding, the Local School Boards, as
2 defined in the 1991 Local Government Code, are hereby authorized to
3 augment the existing allowances of herein beneficiaries to be sourced
4 from the Special Education Fund (SEF): *Provided*, That the
5 implementation of this authority shall not in any way prejudice the required
6 budgetary allocation to address the school building and classroom
7 shortage in the area.

8 *b. Medical Allowance*

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

11 *c. Magna Carta Bonus*

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

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

26 **SEC. 7. Transitory Provision.** – Notwithstanding Section 2 (b) of this Act,
27 all locally-funded teachers shall enjoy the benefits herein granted: *Provided*, That
28 within three (3) years from the approval of this Act, locally-funded teachers who
29 fail to comply 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
3 this Act.

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

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

10 Approved,