

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

SENATE

S. B. No. 2353

INTRODUCED BY SENATOR ALAN PETER "COMPAÑERO" S. CAYETANO

EXPLANATORY NOTE

Teachers mold today's youth into tomorrow's leaders and productive, responsible citizens. The importance of the teaching profession was validated by a 1998 World Bank study, which pointed out that the role of teachers, is considered as the "single most influential factor" behind a student's performance. This recognition is not new. More than four decades ago, or on June 18, 1966, our public school teachers rejoiced in the enactment of R.A. No. 4670, or the Magna Carta for Public School Teachers, which aimed *"to promote and improve the social and economic status of public school teachers, their living and working conditions, their terms of employment and career prospects in order that they may compare favorably with existing opportunities in other walks of life, attract and retain in the teaching profession more people with the proper qualifications, it being recognized that advance in education depends on the qualifications and ability of the teaching staff and that education is an essential factor in the economic growth of the nation as a productive investment of vital importance"*.

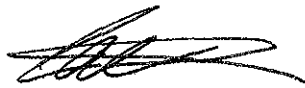
The present salary grade given to teachers is not the appropriate salary grade that teachers should be entitled to, based on their qualifications. According to the DepEd, "Teachers should have the equivalent salary grade of a 1st Lieutenant in the Philippine Army, SG 17." This was the same finding of the Congressional Commission on Education (EDCOM) way back in 1991, when they recommended that the salary grade of a Teacher 1 should be SG 17. The EDCOM Report concluded that the level of compensation of teachers is low "relative to the functional definition of the teaching job, the sensitiveness of the teaching responsibility, the technical requirements of the job, the time required for it and the intellectual demand it makes."

The bill is in response to the clamor of our public school teachers for the urgently needed support, considering that their present compensation package places them in a peculiar situation of being just within the present poverty threshold. It also endeavors to place the teaching profession to be, at least in the same position as that of other professions like the police and the military in terms of compensation given the

professions like the police and the military in terms of compensation given the qualification requirements of becoming a teacher. The bill also seeks to remedy the current problems of teachers relative to the provisions of the magna carta which since its enactment in 1966 continues to be unimplemented and to prevent the massive exodus of the members of the teaching profession who are seeking jobs in other countries, the type of brain drain that this country cannot afford.

This bill seeks to provide additional support and compensation for educators in basic education. First, it shall provide for an across the board additional compensation for educators. It will also afford the teachers a comprehensive package of additional benefits which includes a medical allowance of at least Php1,000.00 that will be given for check-ups and other medical expenses and an annual Magna Carta bonus to answer for the unpaid benefits due to the teachers under Republic Act No. 4670 or the Magna Carta for Public School Teachers Act. It also authorizes the Local School Board to support the teachers in the form of allowances and other remuneration funded from local school board funds.

In view of the foregoing, the immediate approval of this bill is earnestly sought.



SENATOR ALAN PETER "COMPAÑERO" S. CAYETANO

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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:

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

SEC. 2. Definition of Terms. —

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

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

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

First Year - P3,000 per month;
Second Year - an additional P3,000 per month;
Third Year - another additional P3,000 per month;

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

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

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

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

b. Medical Allowance

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

c. Magna Carta Bonus

In consideration of the many unenjoyed and 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 sourced from savings or other sources as may be determined by 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,