



SENATE

'19 JUL -1 A11 :10

Senate Bill No. 37

Introduced by Senator FRANCIS N. PANGILINAN

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


EXPLANATORY NOTE

The 1987 Constitution provides that "the State shall protect and promote the right of all citizens to quality education at all levels and shall take appropriate steps to make such education accessible to all." In promoting quality education, the educators are at the front and center. Hence the Magna Carta for Public School Teachers, which aims 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," was enacted.

At the core of the Magna Carta for Public School Teachers is the promotion and improvement of the social and economic status of public school teachers. Therefore, constant discussions on the right level of teachers' salary are very important. Also, empirical studies point to the importance of salaries and working conditions to teachers' sense of pride. According to a study conducted by the Education International Research Institute (2015), "salaries and working conditions were two of the most crucial factors found to be strongly linked to teachers' occupational status and personal self-esteem."

Thus, this measure seeks to further promote the welfare and economic well-being of public school teachers by giving them additional support and compensation. A version of this measure was filed by Senator Aquino in the 17th Congress.

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


FRANCIS N. PANGILINAN



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

SECTION 1. *Title.* – This Act shall be known as the “Basic Education Teachers Pay Increase Act.”

SEC. 2. *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. 3. *Definition of Terms.* – As used in this Act, the following terms shall mean:

- a) *Basic Education* – early childhood, elementary, secondary, alternative learning system (ALS), and education for those with special needs;
- b) *Locally-Funded Teacher* – 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* – officials and employees of the Department of Education (DepEd) who are not defined herein as public school teachers; and
- d) *Public School Teacher* – a person engaged in: actual classroom teaching in public basic education; teaching in alternative learning system (ALS);

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

4 **SEC. 4. Beneficiaries.** – The additional support and compensation provided for in
5 this Act shall cover the following: public school teachers, locally-funded teachers,
6 Philippine Science High School System teaching and non-teaching personnel, and non-
7 teaching personnel of the DepEd, excluding those occupying positions from salary grade
8 level 30, under the DepEd schedule of salaries, and/or Assistant Secretary upwards.

9 **SEC. 5. Additional Compensation.** – An amount of Ten Thousand Pesos (Php
10 10,000.00) per month shall be granted to those mentioned in Section 4 of this Act as
11 additional compensation to their existing salary and benefits. *Provided,* That said amount
12 shall be paid in three (3) tranches, as follows:

13 First Year – Php 4,000.00 per month;

14 Second Year – an additional Php 3,000.00 per month;

15 Third Year – another additional Php 3,000.00 per month

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

22 **SEC. 6. Additional Support.** – The following additional support is hereby
23 authorized:

- 24 a) *Support in the form of allowances and other remuneration funded from local school*
25 *board funds.* – Any law, executive issuances, department order, local
26 ordinance, and the like, to the contrary notwithstanding, the Local School
27 Boards, as defined in the 1991 Local Government Code, are hereby

1 authorized to augment the existing allowances of herein beneficiaries to be
2 sourced from the Special Education Fund (SEF): *Provided*, That the
3 implementation of this authority shall not in any way prejudice the required
4 budgetary allocation to address the school building and classroom shortage
5 in the area.

6 b) *Medical Allowance*. – The herein beneficiaries shall receive an allowance for
7 medical check-up in the amount of One Thousand Pesos (Php 1,000.00) per
8 year.

9 c) *Magna Carta Bonus*. – The DepEd is hereby authorized to grant an annual
10 Magna Carta Bonus to public school teachers and non-teaching personnel of
11 the DepEd. The maximum amount of the Magna Carta Bonus shall be
12 equivalent to the entitlement a teacher or a non-teaching personnel should
13 have received under Republic Act No. 4670 but which has not been realized
14 in a given budget year. Congress shall appropriate the funding for this bonus
15 upon the recommendation of the DepEd.

16 **SEC. 7. Appropriations.** – The amount necessary to carry out the initial
17 implementation of this Act shall be sourced from the current budget of the DepEd.
18 Thereafter, such sum as may be necessary for the continued implementation of this Act
19 shall be in the annual General Appropriations Act (GAA).

20 **SEC 8. Transitory Provision.** – Notwithstanding Section 3 (b) of this Act, all locally-
21 funded teachers shall enjoy benefits herein granted: *Provided*, That within three (3) years
22 from the approval of this Act, locally-funded teachers who fail to comply with said
23 Section 3 (b) shall cease to be covered by this Act.

24 **SEC 9. Implementing Rules and Regulations.** – Within sixty (60) days from the
25 effectivity of this Act ,the DepEd shall promulgate the necessary rules and regulations for
26 the effective implementation of this Act.

1 SEC. 10. *Separability Clause.* – If any provision of this Act is declared invalid or
2 unconstitutional, the other provisions not affected by such declaration shall remain in full
3 force and effect.

4 SEC. 11. *Repealing Clause.* – All laws, executive orders, administrative orders, and
5 rules and regulations inconsistent with this Act are hereby repealed or amended
6 accordingly.

7 SEC. 12. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its
8 complete publication in the *Official Gazette* or in two (2) newspapers of general circulation.

Approved,