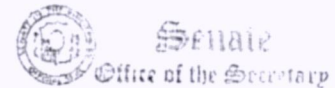


EIGHTEENTH CONGRESS OF THE)
REPUBLIC OF THE PHILIPPINES)
First Regular Session)



SENATE
S. No. 70

'19 JUL -1 P1 :45

RECEIVED

Introduced by Senator **PIA S. CAYETANO**

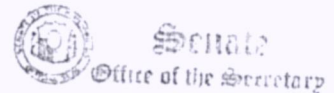
AN ACT
PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR
EDUCATORS IN BASIC EDUCATION

EXPLANATORY NOTE

Teaching has always been recognized as a noble profession, "which makes all other professions possible."¹ The role of teachers is not limited to imparting knowledge, but also to molding the minds and shaping the character of our children, and instilling in them good moral values and civic responsibility. No less than the Constitution recognizes the importance of the teaching profession, where it states in Article XIV, Section 5(5) that, "the State shall assign the highest budgetary priority to education and ensure that teaching will retain its rightful share of the best available talents through adequate remunerations and other means of job satisfaction and fulfillment."

However, despite their significant role in raising our next generation, public school teachers are not adequately compensated for their work. Thus, this bill proposes an increase in the salaries of public school teachers in basic education as well as non-teaching personnel.

¹ David Haselkorn, 1996.



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AN ACT
PROVIDING FOR ADDITIONAL SUPPORT AND COMPENSATION FOR
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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
2 State to promote the welfare and economic well-being of public school teachers and
3 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
10 other local entity in accordance with the rules and regulations issued by
11 the 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
17 learning system (ALS); (3) teaching and non-teaching employment with

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

4 Sec. 3. *Beneficiaries.* – The additional support and compensation provided for
5 in this Act shall cover the following:

- 6 1) public school teachers,
- 7 2) locally-funded teachers,
- 8 3) Philippine Science High School System teaching and non-teaching
9 personnel, and
- 10 4) non- teaching personnel of the DepEd, excluding those occupying positions
11 from salary grade level 30, under the DepEd schedule of salaries, and/or
12 Assistant Secretary upwards.

13 Sec. 4. *Additional Compensation.* – An amount of Ten Thousand Pesos
14 (Php10,000.00) per month shall be granted to those mentioned in Sec. 3 of this Act
15 as additional compensation to their existing salary and benefits:

16 The additional compensation shall be paid in three (3) tranches, as follows:

17 First Year – P4,000.00 per month;

18 Second Year - an additional P3,000.00 per month;

19 Third Year - another additional P3,000.00 per month.

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

26 Sec. 5. *Additional Support for Teaching Personnel with a Masteral Degree or*
27 *Higher.* – Teaching personnel with a Masteral Degree or higher shall receive an
28 additional amount of Two Thousand Pesos (Php2,000.00) during the third year and
29 onwards.

30 Sec. 6. *Additional Benefits.* – The following additional support is hereby
31 authorized:

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

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

10 b. *Medical Allowance*

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

13 c. *Magna Carta Bonus*

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

22 *Sec. 7. Appropriation.* – To immediately implement the provisions of this Act,
23 the initial funding shall be sourced from the savings of the Executive branch of the
24 government and other possible sources that may be determined by the Office of the
25 President, and subsequent funds needed shall be included in the General
26 Appropriations Act for the year following the approval of this Act.

27 *Sec. 8. Transitory Provision.* – Notwithstanding Section 2 (b) of this Act, all
28 locally-funded teachers shall enjoy the benefits herein granted: *Provided,* That within
29 three (3) years from the approval of this Act, locally-funded teachers who fail to
30 comply with said Section 2 (b) shall cease to be covered by this Act.

1 Sec. 9. *Separability Clause.* – Should any provision herein be declared
2 unconstitutional, the same shall not affect the validity of the other provisions of this
3 Act.

4 Sec. 10. *Repealing Clause.* – All laws, decrees, orders, rules, and regulations
5 or other issuances or parts inconsistent with the provisions of this Act are hereby
6 repealed or modified accordingly.

7 Sec. 11. *Effectivity.* – This Act shall take effect immediately after its
8 publication in the Official Gazette or in any newspaper of general circulation in the
9 Philippines.

 Approved,