



**SENATE**

Senate Bill No. 104

'19 JUL -1 P5:40

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**Introduced by Senator Juan Miguel F. Zubiri**

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

**EXPLANATORY NOTE**

In his recent pronouncements, President Rodrigo R. Duterte assured teachers that they will be receiving an increase in their salaries following appeals from the sector to allow them to cope with the increasing cost of living.

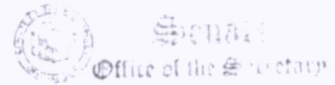
An entry level Teacher 1 position is classified under Salary Grade 11 and receives P20,754.00 in gross monthly compensation under the fourth tranche of the Salary Standardization Law implemented last January 2019 while an entry level non-teaching personnel classified under Salary Grade 1 receives even less with P11,068.00 in gross monthly salary.

With this bill, teaching and non-teaching personnel will receive an additional compensation of P10,000.00 per month to be paid in three tranches. On top of this, they will also be entitled to medical allowance, magna carta bonus, and support in the form of allowances and remuneration funded from local school board funds. This pay hike will attract more qualified and competent teachers to consider a career in the public school sector.

The government should not only focus on improving school facilities. Particular attention should also be given to the welfare and economic well-being of the teaching and non-teaching staff who serves as the core of the education system. For teachers not only teach but contribute to nation building as they mold a brighter future for the forthcoming generations.

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

  
**JUAN MIGUEL F. ZUBIRI**



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

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

1           **SECTION 1. Short Title.** - This Act shall be known as the "*Basic Education*  
2           *Teachers Pay Increase Act*".

3           **SEC. 2. Declaration of Policy.** - It is hereby declared the policy of the  
4           State to promote the welfare and economic well-being of public school teachers  
5           and personnel in basic education.

6           **SEC. 3. Definition of Terms.** - As used in this Act, the following terms  
7           shall mean:

8           a) *Basic Education* refers to early childhood, elementary, secondary,  
9           alternative learning system (ALS), and education for those with special  
10           needs.

11           b) *Locally Funded Teacher* refers to a public school teacher who is hired and  
12           paid for, fully or partially, by a local government unit or any other local  
13           entity in accordance with the rules and regulations issued by the  
14           Department of Education (DepEd).

15           c) *Non-Teaching Personnel* refer to officials and employees of the Department  
16           of Education who are not defined herein as public school teachers.

17           d) *Public School Teacher* refers to a person engaged in: (1) actual classroom  
18           teaching in public basic education; (2) teaching in ALS; (3) teaching and  
19           non-teaching employment with the Philippine Science High School System;  
20           and (4) school-based supervisory, managerial, administrative, and/or  
21           technical functions in public basic education.

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

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

11           First Year - PHP 4,000.00 per month;

12           Second Year - an additional PHP 3,000.00 per month; and

13           Third Year - another additional PHP 3,000.00 per month.

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

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

32           b) *Medical Allowance.* - The herein beneficiaries shall receive an annual  
33 allowance for medical check-up in the amount of One Thousand Pesos (PHP  
34 1,000.00)

35           c) *Magna Carta Bonus.* - In consideration of the many unenjoyed and  
36 unimplemented provisions of Republic At 4670 or the Magna Carta for Public

1 School Teachers of 1966, the DepEd is hereby authorized to grant an annual  
2 Magna Carta bonus to public school teachers and non-teaching personnel  
3 of the DepEd. The maximum amount of the Magna Carta bonus shall be  
4 equivalent to the entitlement a teacher or a non-teaching personnel should  
5 have received under Republic Act No. 4670 but which has not been realized  
6 in a given budget year. Congress shall appropriate the funding for this  
7 bonus upon the recommendation of the DepEd.

8 **SEC. 7. Appropriation.** - The amount necessary to carry out the initial  
9 implementation of this Act shall be sourced from the current budget of the DepEd.  
10 Thereafter, such sum as may be necessary for the continued implementation of  
11 this Act shall be included in the annual General Appropriations Act (GAA).

12 **SEC. 8. Transitory Provisions.** - Notwithstanding Section 2 (b) of this  
13 Act, all locally-funded teachers shall enjoy the benefits herein granted: *Provided,*  
14 That within three (3) years from the approval of this Act, locally-funded teachers  
15 who fail to comply with said Section 2 (b) shall cease to be covered by this Act.

16 **SEC. 9. Implementing Rules and Regulations.** - Within sixty (60) days  
17 from the effectivity of this Act the DepEd shall promulgate the necessary rules and  
18 regulations for the effective implementation of this Act.

19 **SEC. 10. Separability Clause.** - Should any provision herein be declared  
20 unconstitutional, the same shall not affect the validity of the other provisions of  
21 this Act.

22 **SEC. 11. Repealing Clause.** - All laws, decrees, orders, rules, and  
23 regulations or other issuances or parts inconsistent with the provisions of this Act  
24 are hereby repealed or modified accordingly.

25 **SEC. 12. Effectivity Clause.** - This Act shall take effect fifteen (15) days  
26 after its publication in the Official Gazette or in any two (2) newspapers of general  
27 circulation in the Philippines.

*Approved,*