

REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City, Manila

FIFTEENTH CONGRESS
FIRST REGULAR SESSION

House Bill No. 3454

Introduced by Representatives Anthony Rolando T. Golez Jr., Mercedes K. Alvarez, Ma. Rachel J. Arenas, Alfredo Abelardo B. Benitez, Ferjenel G. Biron, Jeffrey P. Ferrer, Paolo Everardo S. Javier, Alfredo D. Marañon III, Joaquin Carlos Rahman A. Nava, Florencio T. Miraflores.

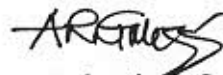
EXPLANATORY NOTE

Education is an essential key in the country's global competitiveness and one way of preparing people for this competition, we should provide them good, quality and accessible education. Through quality education, we can look forward to better opportunities for our people. Thus, we need the best and the brightest teachers in the teaching profession to produce responsible and productive citizens.

But in our present situation some of our best and brightest teachers are now teaching abroad, due to the fact that in our country teachers are not accorded with due respect and importance; at most overworked and underpaid. Their sacrifice and dedication in molding our students to make them efficient and better citizens of our society are not given much attention and credence. Most have no choice but to leave the country in search for greener pastures.

In view of the foregoing, the only way to attract and retain exceptional and dedicated teachers in the country is to raise their salaries.

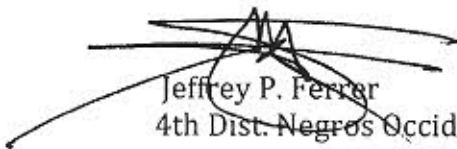
Thus, approval of this bill is earnestly sought.



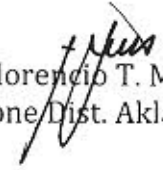
Anthony Rolando T. Golez, Jr.

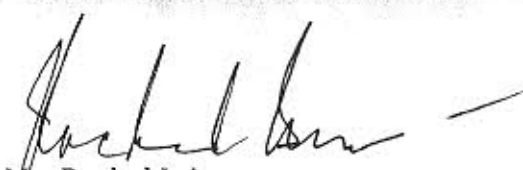
Mercedes K. Alvarez
6th Dist. Negros Occidental

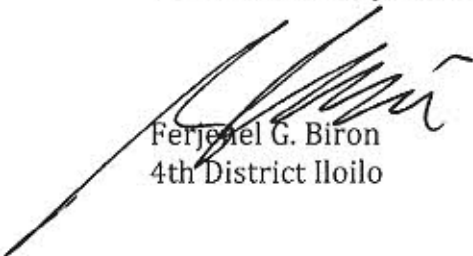

Alfredo Abelardo B. Benitez
3rd Dist. Negros Occidental

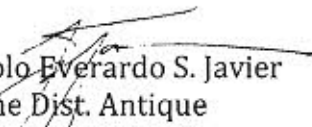

Jeffrey P. Ferrer
4th Dist. Negros Occidental


Joaquin Carlos Rahman A. Nava
Lone Dist. Guimaras


Florencio T. Miraflores
Lone Dist. Aklan


Ma. Rachel J. Arenas
3rd District Pangasinan


Ferjanel G. Biron
4th District Iloilo


Paolo Everardo S. Javier
Lone Dist. Antique


Alfredo D. Marañon III
2nd Dist. Negros Occidental

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

Be it enacted by the Senate and the House of Representatives 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.

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

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

SECTION 4. Additional Compensation. – An amount of SIX THOUSAND PESOS (Php6,000.00) per month shall be granted to those mentioned in SECTION 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	-	P2,000.00 per month;
Second Year	-	P2,000.00 per month;
Third Year	-	P2,000.00 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. That the support granted under this Act shall be without prejudice to future increases in the basic pay of the herein beneficiaries.

SECTION 5. 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 as may be determined by the Office of the President, and subsequent funds needed shall be included in the General Appropriation Act for the year following the approval of this Act.

SECTION 6. 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.

SECTION 7. Separability Clause – Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

SECTION 8. 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.