

Republic of the Philippines
House of Representatives
Quezon City

FIFTEENTH CONGRESS
First Regular Session

House Bill No. 5538



Introduced by: **REPRESENTATIVE ABIGAIL FAYE C. FERRIOL**

EXPLANATORY NOTE

Education is given utmost importance in the 1987 Constitution. Article II, Section 17 of the Constitution provides that:

The State shall give priority to education, science and technology, arts, culture, and sports to foster patriotism and nationalism, accelerate social progress, and promote total human liberation and development.

This is reinforced in Article XIV, Section 2 (1), which provides that the State shall:

Establish, maintain, and support a complete, adequate, and integrated system of education relevant to the needs of the people and society;

Notwithstanding these constitutional provisions, the country still faces a steep challenge in improving the quality of education. In addressing this issue, we have to recognize the important role of public school teachers in making quality education a reality. These teachers are the ones who are primarily responsible for the education of students. They are manning the frontlines, educating the students day in, day out, whatever the weather condition may be. Moreover, the sacrifices of our teachers cannot be overemphasized. In addition to using personal funds to provide for teaching materials, they face varied difficulties like security problems, poor infrastructure, and inadequate and often delayed salary.

This measure recognizes the hardwork and effort of our public school teachers by giving an additional incentive at the end of the school year. If private corporations are able to give 14th or even 15th month bonuses to their employees, there should be no reason why the government would not be able to provide additional incentives and benefits to public school teachers. It is only fitting that the government address the inadequate compensation received by public school teachers vis-a-vis their private sector counterparts.


ABIGAIL FAYE C. FERRIOL
Representative
Kalinga Party list

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**AN ACT GRANTING ADDITIONAL COMPENSATION TO ALL PUBLIC SCHOOL TEACHERS
AT THE END OF THE SCHOOL YEAR**

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

SECTION 1. Short Title. This Act shall be known as the "End of School Year Bonus for Public School Teachers Act."

SEC. 2. Declaration of Policy. – It shall be the policy of the State to give priority to education as a means of cultivating patriotism and nationalism, attaining social progress, and promoting total human liberation and development. The state shall also promote the welfare and economic well-being of public school teachers.

SEC. 3. Beneficiaries. – The End of School Year Bonus shall be given to all teachers in the public school system (elementary, secondary and collegiate level) who have rendered service throughout the school year. For elementary and secondary teachers, they must have rendered service for not less than 80% of the recently concluded school year, in order to be eligible. For those in the tertiary level, they must have rendered service in both semesters of the recently concluded school year, in order to be eligible.

SEC. 4. Grant of End of School Year Bonus. – The End of School Year Bonus shall be equivalent to the monthly basic salary of the recipient teacher. It shall be released and given to the recipient teacher not less than two weeks after the end of each school year. This bonus shall be tax-exempt.

SEC. 5. Appropriation. – The amount necessary for the effective implementation of this Act shall be charged to the appropriations for the Department of Education (DepEd) and Commission on Higher Education (CHED) under the current General Appropriations Act (GAA). Thereafter, such sum as may be necessary for the continued implementation of this Act shall be included in the annual GAA.

SEC 6. Implementing Rules and Regulations. – The Department of Education (DepEd) and Commission on Higher Education (CHED) shall promulgate such rules and regulations necessary to implement the provisions of this Act within a period of two (2) months from the approval hereof.

SEC 7. *Separability Clause.* – If, for any reason, any section or provision of this Act is declared to be unconstitutional or invalid, the other sections or provisions thereof which are not affected thereby shall continue to be in full force and effect.

SEC. 8. *Repealing Clause.* – All laws, decrees, executive orders, rules and regulations which are inconsistent with the provisions of this Act are hereby repealed, amended or modified accordingly.

SEC. 9. *Effectivity Clause.* – This Act shall take effect thirty (15) days after its complete publication in the Official Gazette or in at least two (2) national newspapers of general circulation.

Approved,