

Republic of the Philippines
House of Representatives
Quezon City

SIXTEENTH CONGRESS
First Regular Session

H.B. No. 226



Introduced by **HON. CINCHONA CRUZ-GONZALES**

EXPLANATORY NOTE

Teachers play an indispensable role in the country's development, as they are the ones that shape the youth's mind and character as future stewards of society. Even the 1987 Philippine Constitution acknowledges the significance of education and the teaching profession, declaring it the policy of the State to assign the highest budgetary priority to education and ensure that teaching will attract and retain its rightful share of the best available talents through adequate remuneration and other means of job satisfaction and fulfillment (Section 5, Article XIV).

This remains unfulfilled, however, as teachers in the basic education sector experience the hardship of squeezing all expenses to a measly monthly salary of less than P10,000. Their sad plight remains to be in the murk, despite previously enacted laws such as the Magna Carta for Public School Teachers (Republic Act 4670). Such conditions contribute to the brain drain crisis, as our own educators choose to migrate to greener pastures to sustain their and their families' lives.

This proposed measure seeks to give redress to such problem by providing additional benefits to teachers in the basic education sector, namely a P9,000 increase in their salary and other support such as medical allowance and the annual magna carta bonus.

Through this measure, we hope to give recompense to the daily toils of our educators, endeavoring the improvement of their social and economic status, with the end in view of attracting and retaining more people with the proper qualifications in the teaching profession.

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


HON. CINCHONA CRUZ- GONZALES
Representative, CIBAC Party List

Republic of the Philippines
House of Representatives
Quezon City

SIXTEENTH CONGRESS
First Regular Session

H.B. No. 226

Introduced by **HON. CINCHONA CRUZ-GONZALES**

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

*Be it enacted by the senate and the House of Representatives of the Philippines 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.

Sec. 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 officials and employees of the Department of Education who are not defined herein as public school teachers;
- d. Public School Teacher – shall refer to a person engaged in: (1) actual classroom teaching in public basic education; (2) teaching in alternative learning system (ALS); (3) teaching and non-teaching employment with the Philippine Science High School System; and (4) school-based supervisory, managerial, administrative and/or technical functions in public basic education.

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

Sec. 4. Additional Compensation, An amount of Nine Thousand Pesos (Php9,000.00) per month shall be granted to those mentioned in Sec. 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 – P3,000 per month;

Second Year – an additional P3,000 per month:

Third Year – another additional P3,000 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 and bonuses that the beneficiaries under this Act are entitled to: Provided finally, That the support granted under this Act shall be without prejudice to future increases in the basic pay of the herein beneficiaries.

Sec. 5. Additional Support. – The following additional support is hereby authorized:

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

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

- b. Medical Allowance

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

- c. Magna Carta Bonus

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

Sec. 6. 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 that may be determined by the Office of the

President and subsequent funds need shall be included in the General Appropriations Act for the year following the approval of this Act.

Sec. 7. 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.

Sec. 8. Separability Clause.- Should any provision herein be declared unconstitutional, the same shall not affect the validity of the other provisions of this Act.

Sec. 9. 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.

Sec. 10. Effectivity.- This Act shall take effect immediately after its publication in the Official Gazette or in any newspaper of general circulation in the Philippines.

Approved,