

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Batasan Hills, Quezon City

NINETEENTH CONGRESS
Third Regular Session

HOUSE BILL NO. 11405



Introduced by
ACT TEACHERS Party-List Representative FRANCE L. CASTRO

AN ACT
PROVIDING OVERTIME PAY TO PRINCIPALS AND SCHOOL HEADS IN ALL
PUBLIC SCHOOLS AND APPROPRIATING FUNDS THEREFOR

EXPLANATORY NOTE

Public school principals or school heads—meaning, those with Principal I to IV items or those not holding Principal I to IV items but are designated with the duties of a school principal—play a pivotal role in ensuring the effective management and delivery of quality education. Their responsibilities extend far beyond the standard eight-hour workday, often requiring them to work up to twelve (12) hours daily due to the demands of their position. Most have “seven-to-seven” workdays or work from 7:00 in the morning until 7:00 in the evening, sometimes for longer periods like in flag ceremony days or whenever there are untoward incidents requiring their attention. In schools with multi-shift schedules, principals are compelled to remain on the school premises to oversee shifts, ensuring the smooth operations of the school as well as the safety of all students, teachers, and school employees. In performance evaluations, they are penalized if not on school premises when an eventuality arises requiring their attention.

Despite these extended working hours, principals and school heads are not compensated for their overtime work, unlike administrative officials and employees in other agencies. *This is unpaid work taken for granted by government.* While principals and school heads will always choose to undertake this sacrifice in the interest of the students, teachers and other school personnel, this is the long-standing abuse suffered by those considered as the highest administrators at the school level.

But government must not close its eyes to the plight of overworked yet underpaid principals, as this has far-reaching implications not only for the principals but also for the schools

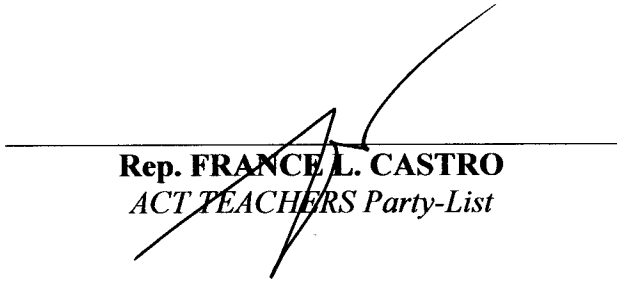
they lead and the education system in general. For one, principals' unpaid work leads to physical and mental health issues, burnout, and decreased morale for the principals themselves.

The current situation that compels principals to work beyond regular hours without additional compensation is unjust and unsustainable. It disregards the significant sacrifices made by these school leaders and undermines their ability to perform their duties effectively. Recognizing the need to address this issue, this bill seeks to mandate overtime pay for all public school principals, ensuring that their dedication and hard work are fairly compensated.

The 1987 Constitution, under Article XIV, Section 1, mandates the State to protect and promote the right of all citizens to quality education. To achieve this, the State must ensure that school leaders are adequately supported and compensated for their efforts. This bill aligns with this constitutional mandate by providing principals with the necessary incentives to continue their vital work in shaping the future of the nation's learners.

The Department of Education (DepEd) has long recognized the critical role of principals in achieving its goals of improving learning outcomes and fostering a conducive environment for both teachers and students. However, the lack of overtime pay for principals remains a glaring gap in the support provided to these education leaders. This bill seeks to fill this gap by institutionalizing overtime pay for principals, thereby promoting their welfare and enhancing their capacity to lead effectively.

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



Rep. FRANCE L. CASTRO
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Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

SECTION 1. *Short Title.* – This Act shall be known as the “**Overtime Pay for School Heads Act of 2025.**”

SEC. 2. *Declaration of Policy.* – It is the policy of the State to recognize the invaluable contributions of public school principals in ensuring the effective management and delivery of quality education. Given the demanding nature of their responsibilities, which often require work beyond regular hours, the State shall ensure that principals are justly compensated for their overtime services.

SEC. 3. *Definition of Terms.* – (a) “School head” refers to an individual responsible for the overall management, supervision, and leadership of a public school under the Department of Education (DepEd); *Provided, That*, for purposes of this Act, this term shall include those occupying a plantilla position of School Principal (I–IV), Assistant School Principal (I–III), and Special Schools Principal as well as those occupying other plantilla positions but designated by DepEd as “school head,” “teacher-in-charge,” “officer-in-charge,” or any other designation, to fulfill the aforementioned responsibilities.

(b) “Overtime” refers to work rendered by a school head beyond the regular eight (8) hours per day or forty (40) hours per week, as prescribed by law and relevant regulations of the Civil Service Commission (CSC).

SEC. 4. *Mandatory Overtime Pay for School Heads.* – All school heads shall be entitled to overtime pay for work rendered beyond the regular eight (8) hours per day or forty (40) hours per week. The computation of overtime pay shall be based on the school head's basic salary and in accordance with existing labor, civil service, and other laws and regulations. For purposes of this Act, assistant school heads shall be entitled to the same.

SEC. 5. *Implementing Rules and Regulations.* – The DepEd, in coordination with the Department of Budget and Management (DBM) and the CSC, and in consultation with the Philippine Elementary School Principals Association (PESPA), the National Association of Public Secondary School Heads, Inc. (NAPSSHI), the National Association of Public Secondary Schools of the Philippines (NAPSSPHIL), and other organizations of principals, shall issue the necessary rules and regulations to implement the provisions of this Act within sixty (60) days from its effectivity.

SEC. 6. *Appropriations.* – The amount necessary to carry out the provisions of this Act shall be charged against the current appropriations of the DepEd. Thereafter, such sums as may be required for the continued implementation of this Act shall be included in the annual General Appropriations Act.

SEC. 7. *Separability Clause.* – If any part or provision of this Act is declared invalid or unconstitutional, other parts not affected thereby shall continue to be valid and subsisting.

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

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

Approved,