

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

Twentieth Congress
First Regular Session

HOUSE BILL NO. 1140



Introduced by **Hon. Charisse Anne C. Hernandez**

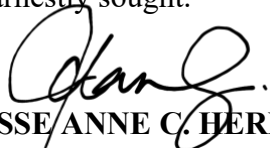
EXPLANATORY NOTE

Paragraph 5, Article 14, Section 5 of the 1987 Constitution provides that “*State shall 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*” Further, Section 15 of Republic Act No. 4670, otherwise known as the “*Magna Carta for Public School Teachers*” also provides that “*Teacher's salaries shall correspond to the following criteria: (a) they shall compare favorably with those paid in other occupations requiring equivalent or similar qualifications, training and abilities; and (b) they shall be such as to insure teachers a reasonable standard of life for themselves and their families.*”

Due to limited resources, the government struggles to meet the Magna Carta standards, leaving public school teachers underpaid and seeking opportunities abroad.

This bill proposes a Five Thousand Pesos (P5,000) allowance per month for public elementary and secondary school teachers to improve their financial well-being amid rising living costs. This support aims to enhance morale, job satisfaction, and retention, fostering a more motivated teaching workforce. By passing this measure, we invest in education and recognize the vital role teachers play in shaping the future.

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


CHARISSE ANNE C. HERNANDEZ
Lone District, Calamba City

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HOUSE BILL NO. **1140**

Introduced by **Hon. Charisse Anne C. Hernandez**

**AN ACT INCREASING THE SALARY AND COMPENSATION OF PUBLIC
ELEMENTARY AND SECONDARY SCHOOL TEACHERS BY PROVIDING AN
ADDITIONAL ALLOWANCE, APPROPRIATING FUNDS THEREFOR, AND FOR
SUCH OTHER PURPOSES.**

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

SECTION 1. All public elementary and secondary school teachers are hereby granted Five Thousand Pesos (PhP5,000) additional allowance per month. Such allowance shall be considered an additional compensation to their existing salary and benefits and shall be considered as part of their basic salary for the purpose of computing retirement benefits and bonuses to which they are entitled, in accordance with existing laws.

SEC. 2. For purposes of this Act, public elementary and secondary school teachers shall be understood to include the following:

- a) *Nationally-Funded Public School Teachers* which include persons engaged in: (1) actual classroom teaching in public basic education; (2) teaching in alternative learning system (ALS); and (3) actual classroom teaching in the Philippine Science High School System.
- b) *Locally-Funded Teachers* which include public school teachers who are 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.

Provided, however, that *Locally-Funded Teachers* shall be included in the implementation of this Act only if the local government unit or local entity concerned has available funds. Provided further that, for the year following the implementation of this Act, the local government unit or local entity concerned shall provide funds needed for its effective implementation.

SEC. 3. *Appropriations.*- The amount necessary for the immediate implementation of this Act shall be included in the General Appropriations Act for the year following its approval.

SEC 4. *Implementing Rules and Regulations.* - The Department of Education shall formulate the Implementing Rules and Regulations (IRR) for the effective implementation of this Act within thirty (30) days from its approval.

SEC. 5. *Separability Clause.*- If any provision of this Act is declared invalid or unconstitutional, the other provisions, not affected thereby, shall remain valid and subsisting.

SEC. 6. *Repealing Clause.*- All other laws, presidential decrees, executive orders, proclamations and administrative regulations which are inconsistent with the provisions of this Act are hereby amended, modified, superseded, or repealed accordingly.

SEC. 7. *Effectivity.*- This Act shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation.

Approved.